

NOTICE TO FINDLAY CITY SCHOOL DISTRICT EMPLOYEES EMPLOYED IN A WORKPLACE UTILIZING FEDERAL GRANTS SUBJECT TO THE PROVISIONS OF THE DRUG-FREE WORKPLACE ACT OF 1988

YOU ARE HEREBY NOTIFIED that it is a violation of the policy of the Findlay City School District for any employee performing work in a federal grant program subject to the provisions of the Drug-Free Workplace Act of 1988 to unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance, as defined in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812).

"Workplace" is defined as the site for the performance of work done in connection with a federal grant subject to the provisions of the Drug-Free Workplace Act of 1988. That includes any place where work on any such federal grant is performed, including a school building or other school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; off school property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the District.

YOU ARE FURTHER NOTIFIED that it is a condition of your continued employment on any such federal grant that you will comply with the above policy of the District and will notify your supervisor of your conviction of any criminal drug statute for a violation occurring in the workplace. Such notification shall be no later than five (5) days after such conviction.

Any employee who violates the terms of the District's drug-free workplace policy shall satisfactorily participate in a drug abuse assistance or rehabilitation program approved by the Board. If the employee fails to satisfactorily participate in such program, the employee may be non-renewed or his or her employment suspended or terminated. Costs of the drug abuse assistance or rehabilitation program shall be borne by the employee. Sanctions against employees, including non-renewal, suspension, or termination, shall be taken in accordance with applicable legal or collective bargaining agreement requirements.

Adopted 1/27/97
Revised 4/25/05
Reviewed 6/1/2012