

### **3.13 – DRUG-FREE WORKPLACE (CERTIFIED STAFF)**

The Van Buren School District is dedicated to providing a drug-free workplace for all employees/agents. Van Buren School District employees/agents are advised that the following activities are prohibited on Van Buren School District property or at any Van Buren School District function.

1. Use of a controlled substance which includes being under the influence of a controlled substance;
2. Possession of a controlled substance;
3. Distribution (in any manner) of a controlled substance to any person; and
4. Manufacture of a controlled substance.

An employee/agent of the Van Buren School District engaging in any of the above prohibited activities is subject to termination.

As a condition of employment an employee/agent must:

1. Abide by the terms of this statement; and
2. Notify the employer within five (5) days of any criminal drug status conviction for a violation occurring in the workplace.

Agencies in the Van Buren School District area available for drug counseling or drug rehabilitation programs include:

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| 1. Alcoholics Anonymous Intergroup office          | 783-0123 |
| 2. Gateway House, Inc                              | 783-8849 |
| 3. Harbor House, Inc.                              | 785-4083 |
| 4. Harbor View Mercy Hospital                      | 484-5550 |
| 5. Sparks Care Unity                               | 441-5500 |
| 6. Western Arkansas Counseling and Guidance Center | 474-8084 |

Employees/agents of the Van Buren School District will be provided a copy of this statement and a copy of appropriate drug-free workplace awareness information.

New employees/agents will be required to sign a drug-free workplace certificate before being issued a contract and will be provided a copy of this statement and awareness information.

Approved by Employees 11/2/90

Approved by Board of Education 11/13/90

Approved by Board 01/10/2006