

CERTIFICATION REGARDING A DRUG-FREE WORKPLACE

The Randolph County Schools Board of Education certifies that it shall provide for a drug-free workplace. In compliance with Federal and State regulations, the Board shall:

- A. publish a statement notifying employees that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited while engaged in Board-related activities and while on Board property. The statement shall specify the actions that will be taken against employees for violation of such prohibition;
- B. establish a drug-free awareness program which informs employees about:
 - 1. the dangers of drug abuse in the school setting;
 - 2. the Board's policy of maintaining a drug-free workplace;
 - 3. any available drug counseling, rehabilitation, and employee assistance programs;
 - 4. the penalties that may be imposed upon employees for drug abuse violations;
- C. provide each employee who is to be engaged in the performance of any Federal grant a copy of the statement required by paragraph (A) and obtain agreement that, as a condition of employment under the grant, s/he will:
 - 1. abide by the terms of the statement, and
 - 2. notify the Superintendent of Schools of any criminal drug statute conviction occurring in the workplace in violation of this policy no later than five (5) days after such conviction;
- D. notify the awarding agency within ten (10) days after receiving either notice of such a conviction from an employee or otherwise receiving actual notice of such conviction;
- E. take one of the following actions, within thirty (30) days of receiving notice, with respect to any employee who is so convicted:
 - 1. take appropriate personnel action against the convicted employee, up to and including termination, or
 - 2. require the convicted employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency.

The Board shall continue a good faith effort to maintain a drug-free workplace through implementation of the Federal regulations for the Drug-Free Workplace Act.