

STANDARDS OF CONDUCT FOR EMPLOYEES PURSUANT TO  
THE DRUG-FREE WORK PLACE ACT AND  
THE DRUG-FREE SCHOOLS AND COMMUNITIES ACT

No employee engaged in work in the Clinton School District shall unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcohol 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) and as further defined by regulation at 21 CFR 1300.11 through 1300.15.

The "workplace" is defined to mean the site for the performance of work done in the school system. That includes any school building or any 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 school district.

As a condition of employment, each employee shall notify his or her supervisor of a legal conviction for drug rule violations occurring in the workplace as defined above, no later than 5 days after such conviction.

As a condition of employment, each employee shall abide by the terms of the school district standards respecting a drug-free workplace.

Employees who violate the standards of conduct will be subject to disciplinary action, consistent with applicable state and federal laws, and referral for criminal prosecution. Disciplinary action may include, but is not limited to, a letter of reprimand, suspension or termination from employment, and enrollment and successful completion of an appropriate substance abuse rehabilitation program.

As a condition of employment, it is required that employees be given a copy of this policy and be kept informed of any further steps in our drug-free awareness program. Employees may obtain information about drug and alcohol rehabilitation and re-entry programs from the Office of the Superintendent.

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|------------------|--------------------------|----------------------|
| Legal Reference: | Drug-Free Workplace Act  | 102 Stat. 4305-4308. |
|                  | 54 Fed. Reg. 4946 (1989) |                      |
|                  |                          | Original: 08/10/90   |
|                  |                          | Revised: 10/23/91    |

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Clinton Public Schools  
Clinton, Connecticut

I have received the "Standards of Conduct" Pursuant to the Drug-Free Work Place Act information.

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Printed Name

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Signature

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Date

Signed copy will be included in your personnel file.