

**FERRY COUNTY BOARD OF EDUCATION  
DRUG-FREE WORKPLACE POLICY STATEMENT**

Drug abuse and use at the workplace are subjects of immediate concern in our society. These problems are extremely complex and ones for which there are no easy solutions. From a safety perspective, the users of drugs may impair the well-being of employees and the public at large, and may cause damage to County property. Therefore, it is the policy of the Perry County Board of Education that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in the County's workplace is prohibited. Any employee violating this policy will be subject to disciplinary action, including termination of employment. The specifics of this policy are as follows.

1. The Perry County Board of Education does not differentiate between drug users and drug pushers or sellers. Any employee who gives or in any way transfers a controlled substance to another person or sells or manufactures a controlled substance while on the job or on the System's premises will be subject to disciplinary action, including termination of employment.
2. The term "controlled substance" means any drug listed in 21 U.S.C. s 812 or other federal regulations. Generally, these are drugs which have a high potential for abuse. Such drugs include, but are not limited to heroin, marijuana, cocaine (including "crack"), and PCP. They also include "legal drugs" which are not prescribed by a licensed physician.
3. Each employee is required by the Drug-Free Workplace Act of 1988 to inform the Perry County Board of Education, Office of the Superintendent, within five (5) days after he or she is convicted for a violation of any federal or state criminal drug statute where such violation occurred on County premises. A conviction means a finding of guilt (including a plea of nolo contendere) of the imposition of a sentence by a judge in any federal or state court.
4. The Office of the Superintendent of the Perry County Board of Education must notify the Alabama State Department of Education within ten (10) days after receiving notice from the employee or otherwise receiving actual notice of such a conviction.
5. If an employee is convicted of violating any criminal drug statute while in the workplace, he or she will be subject to disciplinary action, including termination of employment. Alternatively, the school system may require the employee to finish successfully a drug abuse program sponsored by an approved private or governmental institution.

6. As a condition of further employment on any federal government grant, the Act requires all employees to abide by this policy.

**For More Information Contact:**

**Mr. Johnnie A. McCalpine**

**Superintendent**

**Perry County Schools**

**P. O. Box 900**

**Marion, Alabama 36756**

**(683-6528)**

## THE DRUG-FREE WORKPLACE ACT OF 1988.

The Drug-Free Workplace Act of 1988, signed by former President Ronald Reagan on November 18, 1988, is a part of Public Law 100-690 which is designed to deal comprehensively with the nation's problem of drug abuse. The Act, which became effective March 18, 1989, requires that contractors and grantees of federal agencies certify that they will provide a drug-free workplace. Each federal grantee is required to make such a certification before receiving a contract or grant from a federal agency. The penalty to the System for noncompliance can be as severe as the loss of federal grants for a period of five (5) years. The requirements of this Act affect the Education in that the System is a federal grantee receiving direct funds for programs such as Chapter 1, Chapter 2, Drug-Free Schools and Communities, Vocational Education, Handicapped Early Education, Dropout Prevention, and others.

The Drug-Free Workplace Act of 1988 requires the Perry County Board of Education (Grantee) to do the following:

- . Publish a policy statement.
- . Communicate this policy to its employees.
- . Establish a drug-free awareness program.
- . Notify the federal granting agency of any employee's conviction for any drug-related violation on the Department's premises.
- . Impose a sanction on any convicted employee.
- . Make a good faith effort to continue to maintain a drug-free workplace.

This Act covers only on-the-job drug use.  
This Act does not require drug testing of employees.

### EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program (EAP) is a system for motivating and helping employees who have personal problems to seek and accept appropriate help to solve their problems. The EAP is concerned with problems that adversely affect job performance and quality of life. Consultation, referrals for counseling or treatment, and personal assessment are among the services offered.

Referral for services can take one or two courses: (1) employees can make a self-referral or (2) employees can be referred by the System. All referrals to the EAP are confidential.

Currently, Perry County Board of Education employees based in the Perry County area can receive assistance by contacting:

Joe F. Ivey, Coordinator

**FEDERAL LAW, SYSTEM POLICY  
DEMAND A DRUG-FREE WORKPLACE**

This brochure is provided to all employees in an effort to promote and awareness of drug-free workplace legislation and Education regulations dealing with a drug-free workplace.

All aspects of American life are affected by the drug problem. It threatens not only the home, the school, and the community, but the workplace as well.

We must take a firm stance against illicit drug use. The use of drugs-including alcohol-in the workplace is unacceptable, since it can adversely affect health, safety, and productivity, as well as public confidence and trust. Drug use in the workplace interferes with the ability of workers to meet satisfactorily the requirements of their jobs. It reduces the employee's dependability, efficiency, and safe performance of job responsibilities and can affect negatively an entire organization.