



## **4173: DRUG-FREE WORKPLACE**

**The District will provide a drug-free workplace in accordance with the Drug-Free Workplace Act of 1988 and its implementing regulations.**

**The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance by a District employee is prohibited. The District shall establish a drug-free awareness program and shall notify employees that they are required to abide by the drug-free workplace policy of the District, and that any violation of this Policy will result in action against such employee up to and including termination.**

**The District shall make a continuing good faith effort to maintain a drug-free workplace through implementation of its drug-free workplace policy.**

### **Date of Adoption**

**December 18, 1989**

### **Date of Revision**

**February 5, 2007**

**November 18, 2013**

### **Reaffirmed**

**December 7, 1998**

**June 3, 2019**

### **Related Policies and Rules**

**[4173.1: Drug-Free Workplace](#)**

**[4173.2: Drug-Free Workplace: Alcohol](#)**

**[4173.3: Drug-Free Workplace: Drugs](#)**

## **Legal Reference**

**Federal Drug-Free Workplace Act of 1988, 41 U.S.C. §§ 8102 and 8103**