

BOARD POLICY 523.2

523.2 - Drug-Free Workplace

The School District of Fort Atkinson prohibits the illicit manufacture, distribution, or use of controlled substances or alcohol in the workplace. Employees are prohibited from reporting to work under the influence of alcohol or controlled substances (drugs). The School District of Fort Atkinson requires and shall enforce drug and alcohol testing of employees when there is reasonable suspicion that employees are under the influence of or consuming alcohol or controlled substances in the workplace. Violations of this policy may result in disciplinary action leading up to and including termination of employment.

The District provides and encourages all District employees to use Employee Assistance Program (EAP) services. Participation in the EAP that occurs as a result of violation of the District's drug/alcohol policy, however, will not necessarily reduce the disciplinary action resulting from the violation. Information concerning alcohol or chemical dependency of employees shall be maintained in a confidential manner.

The School District of Fort Atkinson does not discriminate in employment on any basis protected by federal, state or local laws.

Legal Ref.: Chapter 161, Wisconsin Statutes
Sections 103.15, 118.25, 121.52(2)(3), 125.09(2), Wisconsin Statutes

Approved: January 15, 1998