

**UNLAWFUL MANUFACTURE, DISTRIBUTION, DISPENSING
POSSESSION OR USE OF A CONTROLLED SUBSTANCE**

The Waynesboro School Board is committed to maintaining a Drug-Free Workplace.

A. Violations

- (1) The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance (including alcohol or anabolic steroids) by any employee on school property, at any school activity, or on any school-sponsored trip is prohibited.
- (2) Any employee convicted of any drug related crime occurring under the circumstances described in A (1) shall notify the superintendent within five (5) days after such conviction.

Compliance with the above provisions is a condition of employment.

B. Disciplinary Action

- (1) The superintendent and school board will take appropriate personnel action up to and including dismissal of any employee found in violation of paragraphs A(1) and A(2), above.
- (2) Such actions of the superintendent and school board may begin immediately, on notification of a violation.

C. Distribution of Policy

All employees shall be given a copy of the attached "Notice to Employees" which shall constitute notice that they agree to abide by paragraphs A(1) and A(2) as a condition of employment.

Adopted: February 14, 1995

Legal Refs.: Drug Free Workplace Act of 1988 (P.L. 100-690) Code of Virginia, 1950
as amended, 22.1-78, 22.1-280.1
Regulations of the Virginia Board of Education, revised 1933 VR270-01- 0054