

BIG HORN COUNTY SCHOOL DISTRICT NUMBER ONE  
Box 688  
Cowley, Wyoming 82420  
POLICIES AND REGULATIONS  
File: GBEC (also ADB)

**DRUG-FREE WORKPLACE**

Big Horn County School District Number One prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, as that term is defined in state and federal statutes, in the workplace or at any school-related event. An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance.

Employees who violate this prohibition may be referred to drug counseling programs, drug rehabilitation programs, or employee assistance programs or may be terminated from employment with the district.

As a condition of employment in the district, each employee will abide by the terms, requirements and prohibitions set forth in this policy and shall notify the district of any criminal drug statute conviction for violation occurring in the workplace no later than five days after conviction.

Within 30 days of receiving a notice of a conviction for a drug statute violation occurring in the workplace, the district will either 1) take appropriate action against the employee, up to and including termination, or 2) require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health agency, law enforcement agency or other appropriate agency.

Adopted: September 14, 1989  
Leg.Refs.: P.L. 100-690