

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

**NOTICE TO EMPLOYEES OF THE DRUG-FREE WORKPLACE**

You are hereby notified that it is a violation of the policy of Big Horn County School District Number One for any employee to unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance.

Workplace is defined as the site for the performance of work done in connection with a federal grant. That includes any place where work on a school district federal grant is performed, including a school building or other school premises; any school owned vehicle or any other school approved vehicle used to transport students to and from school or school activities; off school property during any school sponsored or school approved activity, event or function, such as a field trip or athletic event where students are under the jurisdiction of the school district.

You are further notified that it is a condition of your continued employment on any federal grant that you will comply with the above policy of the school district and will notify your supervisor of your conviction of any criminal drug statute for a violation that occurred in the workplace, no later than five (5) days after the conviction.

Any employee who violates the terms of the district's drug-free workplace policy may be non-renewed or his or her employment may be suspended or terminated, at the discretion of the Board.

Adopted: September 14, 1989

Leg. Ref.: Schedules I through V of section 202 of the controlled Substance Act (21 U.S.C. 812) and as further defined by regulation at 21 CFR 1300.11 through 1300.15