

Section 7-5.1. Prohibited Conduct; discipline; distribution of policy; drug free awareness program required. — A. The Suffolk School board is committed to maintaining a Drug-Free Workplace. Employees may not unlawfully manufacture, distribute, dispense, possess or use a controlled substance on school property, at any school activity or on any school-sponsored trip. It is a condition of employment that each employee of the School Board will not engage in such prohibited conduct and will notify the School Board of any criminal drug conviction for a violation occurring on school property, at any school activity or on any school-sponsored trip no later than 5 days after such conviction. An employee who is convicted of criminal drug activity for a violation occurring on school property, at any school activity or on any school-sponsored trip will be subject to discipline, as outlined below. ~~appropriate discipline, up to and including termination, or required to satisfactorily participate in a drug abuse assistance or rehabilitation program.~~

B. Within 30 days of receiving a notice of conviction, as described above, from a School Board employee ~~as described above,~~ the superintendent and School Board will take appropriate personnel action, against the employee who is convicted up to and including dismissal ~~of any employee found to have engaged in prohibited conduct listed above~~ or will require the employee who is convicted to satisfactorily participate ~~satisfactory participation~~ in a drug abuse assistance or rehabilitation program approved by a federal, state, or local health, law enforcement, or other appropriate agency.

C. All School Board employees are given a copy of this policy.

D. Suffolk Public Schools shall establish a drug-free awareness program to inform school employees about the dangers of drug use and abuse in the workplace, the School Board's policy of maintaining a drug-free workplace, ~~any~~ the available drug counseling, rehabilitation, and employee assistance programs and the penalties that may be imposed upon employees for violations of laws and policies regarding drug abuse. (Adopted August 10, 1995; Revised November 11, 1999; Ordinance Number 99/00-17; Revised: September 9, 2004; Ordinance Number 04/05-3; Effective Date: July 1, 2005; Revised June 9, 2016; Ordinance Number 15/16-54; Effective Date: July 1, 2016; Ordinance Number 20/21-32; Revised/Effective Date: May 13, 2021)

Legal Authority – 41 U.S.C. §§ 8103, 8104 and Virginia Code § 22.1-78 (1950), as amended.