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## **5201 Drug-Free Schools, Community and Workplace**

The Board has an obligation to staff, students and citizens to create a safe workplace and learning environment.

“Workplace” is defined to mean the site for the performance of District work, including but not limited to, any school building or any school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; and 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 District.

The Board declares that the following behaviors for all staff, students, vendors, volunteers and visitors are prohibited:

- A. Reporting to the workplace or being on District property under the influence of alcohol, illegal and/or controlled substances, including marijuana (cannabis), which includes smelling alcohol on a person’s breath.
- B. Using, possessing or transmitting illegal and/or controlled substances, including marijuana (cannabis) and anabolic steroids, in any amount or in any manner on District property or a District workplace at any time or when involved in a District activity on or off District property. Possession of a marijuana-infused product by a valid recognition card designated provider parent/guardian visitor and use of a marijuana-infused product by a valid recognition card qualifying patient student is not prohibited.
- C. Possessing alcohol in a school or District building. Possessing an unopened container of alcohol in a locked motor vehicle is not prohibited.
- D. Having consumed or using alcohol at the workplace or on District property.
- E. Using District property or the person’s position within the District to make or traffic alcohol or controlled substances.
- F. Using, possessing or transmitting illegal and/or controlled substances, including marijuana (cannabis), in a manner that is illegal and/or detrimental to the interest of the District.
- G. Illegal furnishing of alcohol to a student.

Memorial Stadium is a District-owned facility. Once redeveloped, it will be operated with external partners to benefit both District students and the broader community. This policy will continue to apply to all events at Memorial Stadium that are sponsored or operated by the District, or by organizations with which the District is affiliated that sponsor and operate events for K-12 students (such as the Metro League and All-City Band).

Concessions at all other events at Memorial Stadium are not restricted by this policy. However, the rules and prohibitions in this policy will continue to apply to anyone who is participating, as a student, staff member, volunteer or visitor, in events at Memorial Stadium where students are under the authority of the District, such as field trips to commercial concerts or professional athletic events.

Any staff member who is taking prescribed or over-the-counter medications will be responsible for consulting the prescribing physician and/or pharmacist to ascertain whether the medication may interfere with the safe performance of the staff member's job. If the use of a medication could compromise the safety of the staff member, other staff members, students or the public, it is the staff member's responsibility to use appropriate personnel procedures (e.g., use leave, request change of duty, or notify their supervisor of potential side effects) to avoid unsafe workplace practices. If a staff member notifies their supervisor that the use of medication could compromise the safe performance of their job, the supervisor, in conjunction with the Human Resources Department, will determine whether the staff member can remain at work and whether any work restrictions will be necessary.

Any staff member convicted of a crime attributable to the use, possession, or sale of an illegal and/or controlled substance, including marijuana (cannabis), will be subject to disciplinary action, including immediate termination. Any staff member convicted of a crime attributable to the use, possession or sale of alcohol that impacts their ability to perform the essential functions of their job or to be at work will be subject to disciplinary action, including immediate termination.

As required in the Drug-Free Workplace Act, each employee, as a condition of employment, shall notify their supervisor of a conviction under any criminal drug statute violation occurring in the workplace as defined above. Such notification shall be provided no later than five days after such conviction. The District shall inform the federal government within ten days of such conviction, regardless of the source of the information.

Each employee shall be notified of this District policy in new employee materials. Any staff member who violates any aspect of this policy may be subject to disciplinary action, which may include immediate discharge.

The District may notify law enforcement agencies regarding a staff member's violation of this policy at the District's discretion or take other actions as the District deems appropriate.

The District's confidential Employee Assistance Program is available to assist employees with substance abuse issues. The District recognizes that alcoholism and substance abuse are treatable medical conditions and that the use of controlled substances may lead to chemical dependency and may affect an employee's job performance. Therefore, the District offers assessment and referral services through its Employee Assistance Program to employees and their immediate family members seeking confidential assistance. The availability and/or use of these services do not waive the employee's

responsibility to comply with Board policies and/or meet expected standards of work performance.

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**Superintendent Procedure:**

**Policy Cross References:**

- 3423 – Parent/Guardian Administration of Marijuana for Medical Purposes
- 4215 – Tobacco-Free Environment
- 5006 – Unprofessional Conduct of Staff
- 5203 – Employee Assistance Program
- 5230 – Job Descriptions/Responsibilities
- 5280 – Termination of Employment
- 5281 – Staff Disciplinary Action and Discharge

**Previous Policies:**

- F07.00 – Employee Substance Abuse
- F07.01 – Employee Substance Abuse Procedure

**Legal References:**

- RCW 69.50.435 Violations committed in or on certain public places or facilities —Additional penalty — Defenses — Construction — Definitions.
- 41 U.S.C. § 8103 Drug Free Workplace Requirements for Federal Grant Recipients.
- 21 U.S.C. § 812 Controlled Substance Act.
- 20 U.S.C 7101-71187 Safe and Drug-Free Schools and Communities Act [as amended by Title IV – 21st Century Schools].

**Management Resources:**

- *WSSDA Policy & Legal News*, July 2019
- *WSSDA Policy & Legal News*, December 2015
- *WSSDA Policy & Legal News*, February 2013
- *WSSDA Policy & Legal News*, December 2011

**Last Board Review:**

**Revisions:**

- June 4, 2025
- April 25, 2025 (Administrative Update per Policy No. 1310)
- May 13, 2020
- July 5, 2017
- January 22, 2014

**Adopted by the Board:**

- October 19, 2011