

Drug and Alcohol Free Workplace

(Drug and Alcohol Use by Staff Members)

1. Observance of Policy GBEC is a condition of employment with the Charter School.
2. A violation of the policy shall subject the employee to appropriate disciplinary action which may include termination and referral for prosecution. Alternatively, the employee may (where such action is not in conflict with either Charter School policy or law) be allowed to participate in an approved drug or alcohol abuse assistance or rehabilitation program in accordance with the Employee Assistance/Wellness Policy (GBGC). Participation in such program shall be at the employee's expense.
3. As part of its Drug and Alcohol Free Awareness Program, the Charter School provides the following information to all employees:
 - a. Drug counseling, rehabilitation, and employee assistance programs available to all employees; and
 - b. Literature concerning the dangers of drug and alcohol abuse. Employees and supervisors are encouraged to review both the policy and such information, at least annually.
4. Copies of policy GBEC will be included in the employee handbook for each employee of the Charter School. *Signing of the page saying you read the employee handbook means you have read this and agree.*

First Reading Date: 11-20-19

Adoption Date: 2-19-2020

Lake George Charter School