 **No. 511**

**SECTION: OPERATIONS**

**TITLE: ANTI-DRUG POLICY**

**MEDICAL ACADEMY ADOPTED: 10/8/13**

**CHARTER SCHOOL REVISED:**

511. ANTI-DRUG POLICY

**NOTICE TO EMPLOYEES**

**ENGAGED IN WORK ON FEDERAL GRANTS**

Effective March 18, 1989 schools receiving federal grants directly from a federal agency are required to comply with the federal Drug-Free Workplace Act of 1988 (P. L. 100-690). This Act requires recipients of federal grants to take specific steps to ensure a drug-free workplace. One of the Act’s central provisions requires employers to prepare and distribute an anti-drug policy statement prohibiting any drug-related activity in the workplace.

YOU ARE HEREBY NOTIFIED that it is a violation of the policy of the Medical Academy Charter School 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, as defined in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 CFR 1300.11 through 1300.15.

*“Workplace is defined to mean the site for the performance of work done in connection with a federal grant. That includes any school building or any school premises; any school-owned vehicle or any other approved 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 where work on a federal grant is performed.”*

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 and will notify your supervisor of your conviction of any criminal drug statute for a violation occurring in the workplace, no later than 5 days after such conviction.

Any employee who is convicted of delivery of a controlled substance or convicted of possession of a controlled substance with the intent to deliver, as prohibited by the Act of April 14, 1972 (P. L. 233, No. 64), known as “The Controlled Substance, Drug, Device and Cosmetic Act,” shall be

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terminated from his or her employment, as required by Section 527 of the School Code.

An employee who otherwise violates the terms of this policy may be subject to disciplinary action appropriate to the circumstances. Such action may include, at the discretion of the administration, termination, suspension, reprimand or mandatory participation in an approved drug abuse assistance or rehabilitation program.

No employee engaged in work in connection with a federal grant shall 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, as defined in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 CFR 1300.11 through 1300.15

As a condition of employment in any federal grant, each employee who is engaged in performance of a federal grant, shall abide by the terms of this policy pertaining to a drug-free workplace.

All employees engaged in work involving federal grants shall be given notice of their obligations under the Federal Drug-Free Workplace Act in accordance with the attached Notice.