

**EVANSTON TOWNSHIP HIGH SCHOOL, DIST. 202**  
**EVANSTON, IL 60204-3494**

**Federal Drug-Free Schools and Communities Act Amendments of 1989**  
**P.L. 101-226, Drug Prevention Program**

The United States Department of Education, through the Amendments of 1989 to P.O. 101-226, *Federal Drug-Free Schools and Communities Act*, requires that all local education agencies, which receive Federal assistance, adopt and implement a program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by its employees.

The Board Policy regarding this program is as follows:

**CHAPTER V – PERSONNEL POLICIES**

***Drug and Alcohol Free Workplace. . . . . 5:50***

***“All District workplaces are drug and alcohol-free workplaces.”***

All employees of the District shall be prohibited from:

1. Unlawful manufacture, distribution, dispensing, possession, or use of an illegal or controlled substance
2. Distribution, consumption, use, possession, or being impaired by or under the influence of an alcoholic beverage; being present on School District premises, at a school event, or while performing work for the District when alcohol consumption is detectable, regardless of when and/or where the use occurred;
3. Manufacture, distribution, consumption, possession, use, or being impaired by or under the influence of cannabis; being present on District premises or while performing work for the District when impaired by or under the influence of cannabis, regardless of when and/or where the use occurred, unless distribution, possession, and/or use is by a school nurse or school administrator pursuant to *Ashley’s Law*, 105 ILCS 5/22-33. The District considers employees impaired by or under the influence of cannabis when there is a good faith belief that an employee manifests the specific articulable symptoms listed in the Cannabis Regulation and Tax Act (CRTA).

For purposes of this policy, a controlled substance is one, which is:

1. Not legally obtainable;
2. Being used in a manner different than as prescribed; or
3. Legally obtainable, but not legally obtained.

To make employees aware of the dangers of drug and alcohol abuse, the District shall:

1. Provide each employee with a copy of this policy;

2. Post the policy on the employee bulletin board; and
3. Inform employees of the District Employee Assistance Program and of community and state agencies, which provide counseling or rehabilitation programs.

As a condition of employment, each employee of the District shall:

1. Agree to abide by the terms of this policy, and
2. Notify his or her supervisor of any conviction of criminal drug statute violation occurring on District premises or while performing work for the District, no later than five (5) days after such a conviction.

An employee who violates the terms of this policy shall be subject to disciplinary action up to and including termination and referral for prosecution. The employee may also be required to participate in a drug or alcohol rehabilitation program approved by the Board of Education.

The District shall comply with Federal laws pertaining to an employee's conviction of a drug offense in the workplace.

Federal guidelines require that we give a copy of this policy to each employee of the District and, further, that each employee read, sign and return this letter to the Human Resources Office (H113). The law also states that each applicant is required, as a condition of employment, to read, sign and return this letter to the Human Resources Office. Your signature on this form will certify that you have been given a copy of and have read this letter.

***Drug Free Workplace Act, 102 Stat. 4305-4308  
Regulations, 54 Fed. Reg. 4946***

***Controlled Substance Act, 21 U.S.C., Sect. 812  
Regulations, 21 C.F.R. 1300.11-1300.15***

I certify that I have been given a copy of and have read the aforementioned policy.

\_\_\_\_\_  
Print Name:

\_\_\_\_\_  
Signature:

\_\_\_\_\_  
Date: