

Bethlehem Area Vocational Technical School

SECTION: PROFESSIONAL
EMPLOYEES

TITLE: DRUG-FREE WORKPLACE

ADOPTED: April 7, 1999

REVISED:

451. DRUG-FREE WORKPLACE

1. Purpose

Controlled substance abuse in the workplace is a danger to the safety and health of employees as well as to the students of the Bethlehem Area Vocational-Technical School. State and Federal regulations require that the BAVTS Administration notify all employees of the BAVTS as to our policy which states that the BAVTS will provide a drug-free workplace for all employees.

2. Authority

It is the policy of Bethlehem Area Vocational-Technical School that the unlawful manufacturing, dispensing, distribution, possession or use of a controlled substance is prohibited in any workplace under operational contract of the BAVTS.

3. Definitions

P.S. 35
Sec. 780-
101 et seq

For the purposes of this policy, drugs shall be defined as those outlined in the Controlled Substance, Drug, Device and Cosmetic Act.

Examples include:

1. Opiates (e.g., heroin, morphine, codeine, methadone)
2. Cocaine
3. Cannabinoids (e.g., marijuana, hashish)
4. Amphetamines
5. Barbiturates
6. Other narcotics and hallucinogens (e.g., Peyote (LSD), Phencyclidine (PCP), Methaqualone (Quaalude)).
7. Benzodiazepines (e.g., Valium, Librium)

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Also encompassed by these definitions are substances not sold as drugs or medicines, but that are used for mind-behavior/altering effect.

The definition includes, but is not limited to, the above listing.

Conviction means a finding of guilt (including a plea of nolo contendere) or imposition of sentence or both by any judicial body charged with the responsibility to determine violations of Federal or State Criminal Drug Statutes.

Drug-Free-Workplace means a site for the performance of work done in connection with a specific grant at which employees of the grantee are prohibited from engaging in the unlawful manufacturing, distribution, dispensing, possession or use of a controlled substance.

P.L. 100-690

4. Guidelines

SC 527

Any BAVTS employee who is convicted of the delivery of a controlled substance or convicted of the possession of a controlled substance with the intent to deliver shall be terminated from his/her employment.

Any activity regarding a controlled substance not covered under legal statutes can also lead to a personnel action. This may include termination or requiring the employee to participate satisfactorily in a Drug Abuse Assistance Program or Rehabilitation Program approved for such purposes by a Federal, state, local health or law enforcement or other appropriate agencies.

BAVTS employees located in workplace areas which are not under the direct operational control of the BAVTS shall be covered by this policy.

Requirements

1. BAVTS will establish a drug-free awareness program for employees.
2. All employees will be notified in writing of this policy as approved by the Joint Committee.



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3. Each employee, as a condition of employment, will:
 - a. Abide by the terms of the policy.
 - b. Notify BAVTS of any criminal drug statute conviction for violation occurring in the workplace no later than five (5) days after such conviction.
4. The BAVTS will notify the Federal agencies providing direct Federal grant funds to the school after receiving actual notice after such conviction. This must be done within ten (10) days.
5. The BAVTS will take action within thirty (30) days with respect to any employee who is so convicted. The action will include action as required by State and Federal laws.

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