



## Nye County School District

# Board Policy

6147

### DRUG AND ALCOHOL-FREE WORKPLACE

**PURPOSE:** To clarify the Nye County School District (NCSD) and employee roles in enforcing the Drug Free Workplace Act.

**RESPONSIBLE OFFICE:** Superintendent/Designee, Chief Operating Officer (COO)/Designee, Directors, Administrators

Nye County School District (NCSD) is committed to protecting the safety, health, and well-being of all employees, students, and volunteers. The use and abuse of alcohol and controlled substances can pose a significant threat to the mission and goals of NCSD. A drug and alcohol-free workplace program has been established that balances NCSD's respect for individuals with the need to maintain an alcohol and drug-free environment.

A safe and productive drug and alcohol-free workplace is achieved through cooperation and shared responsibility. The NCSD Board of Trustees (BOT), Superintendent, Chief Operating Officer (COO), employees, and volunteers all have important roles in maintaining a safe and healthy environment.

NCSD recognizes that an employee's ability to successfully perform his/her job is directly related to his/her health. When an employee's performance is consistently impaired by the presence of any disease (including mental illness or chemical dependency) and a medical diagnosis of such condition is made, the employee will qualify for benefits and insurance coverage as provided under his/her working agreement or letter of assignment.

In certain cases, an employee may not be aware that the presence of health problems (e.g., with chemical dependency or mental illness) is interfering with his/her health or job performance. In such a case, when a marked interference with performance is noted by supervisory personnel, the employee will receive a recommendation to seek professional attention.

If the employee refuses to accept a diagnosis and/or an indicated treatment or if he/she fails to respond to treatment, continued job performance impairment will be dealt with under regular administrative procedures in accordance with state statutes.

#### REVISION HISTORY

Date	Revision	Reviewed	Modification
May 21, 1997	1.0		Adoption
November 6, 2020	2.0		Amendment
		December 8, 2021	



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1st Reading