

Board Policy P-6: Drug-Free Workplace

REFERENCES

[Administrative Procedures for Board Policy P-6](#)
[41 U.S.C. §701 et seq., Drug Free Workplace Act of 1988](#)
[Utah Code Ann. §26-38-3, Utah Indoor Clean Air Act](#)
[Utah Code Ann. §34-41-101 et seq., Local Governmental Entity Drug-Free Workplace Policies](#)
[Utah Code Ann. §53-10-211, Notice Required of Arrest of School Employee for Controlled Substance or Sex Offense](#)
[Utah Code Ann. §53A-3-501, Possession or Consumption of Alcoholic Beverages at School or School-Sponsored Activities](#)
[Utah Code Ann. §58-37-8, Controlled Substances, Prohibited Acts](#)
[Utah Code Ann. §58-37a-5, Utah Drug Paraphernalia Act](#)
[Utah Admin. Code R277-515, Utah Educator Standards](#)
[Utah Admin. Code R477-14, Substance Abuse and Drug-Free Workplace](#)

THE POLICY

The Salt Lake City School District Board of Education establishes and maintains a drug-free workplace. It is a violation of this policy for any district employee, volunteer, or patron to illegally possess, use, distribute, consume, dispense, or manufacture alcohol, controlled substances, drug paraphernalia, tobacco products, or electronic cigarettes while on district property, in district vehicles, or at any district-sponsored activity. The district may conduct testing for controlled substances and/or alcohol as detailed in the accompanying administrative procedures, and all testing shall be in compliance with federal and state law.

An administrator in charge of a district facility may designate outdoor smoking areas for employees in compliance with the Utah Indoor Clean Air Act if that facility is not a school or other building in which students are often present.

As a condition of employment, the board requires any employee to report his/her arrest or citation for any alcohol or drug related offense to his/her immediate supervisor or the executive director of human resources within 48 hours.

Violation of this policy may result in disciplinary action up to and including termination.

The purpose of this policy is to provide our students and employees a safe, healthy and productive educational and work environment, as well as to avoid a variety of problems created by the misuse of alcohol and/or controlled substances.

The district will set forth its specific processes for implementing this board policy through the accompanying [administrative procedures](#).