

Adopted: 10/8/2019

ALCOHOL, DRUG, AND TOBACCO-FREE WORKPLACE POLICY

PURPOSE

Bonneville Academy is committed to providing a safe and healthy work environment for employees and students alike.

In accordance with the Drug-Free Workplace Act of 1988, 34 CFR Part 85, Subpart F, Bonneville Academy will maintain a safe and healthy workplace free from the possession, manufacture, use, or distribution of tobacco, vaping/e-cigarettes, alcohol, and/or illicit drugs. The use of these substances may result in disciplinary action which may include termination.

Drug and alcohol testing shall be conducted in accordance with Utah Code §34-41-104 by an independent laboratory certified for employment drug and alcohol testing.

Employees required to participate in testing will make themselves available for testing as soon as notified by their supervisor or the school director. Employees who fail testing or refuse to submit for a test under this policy will be subject to employment discipline including termination.

DRUG TESTING

- A. Pre-employment drug testing may be required prior to offer of employment.
- B. Testing may also be administered under the following conditions:
 1. Random testing for controlled substances and alcohol for employees.
 2. Reasonable suspicion testing for controlled substances and alcohol for all school employees. This may include, but is not limited to, any one or more of the following:
 - a. Observable symptoms of use or of being under the influence of alcohol or drugs.
 - b. Presence of drug or alcohol paraphernalia.
 - c. Any involvement (even indirectly) in an accident or near-miss that resulted or may have resulted in an employee injury or property damage or loss.
 - d. Reports of drug or alcohol possession, use and/or distribution.
 - e. Unexplained or suspicious absenteeism or tardiness.
 - f. Unexplained significant deterioration in employee performance or behavior.
 - g. Any behavior or statements that would suggest that drugs or alcohol are present in the body.
 - h. Post-accident or critical incident investigation testing for controlled substances and alcohol for all employees.