



Alcohol, Drug, and Tobacco-Free Workplace Policy

Policy Number: 4203

I. Board Policy

In accordance with the Drug-Free Workplace Act of 1988, Summit Academy and Summit Academy High School will maintain and enforce a drug and alcohol-free workplace. The school may require employees to submit drug testing at any time and without notice. Violations of this policy may lead to disciplinary action, up to and including immediate termination of employment. Such violations may also have legal consequence for which the employee will be personally liable.

The school will provide a safe and productive workplace free from possession, manufacture, use, or distribution of tobacco, alcohol, or illicit drugs.

II. References

Drug-Free Workplace Act of 1988, 34 CFR Part 85, Subpart F

III. Attachments

N/A

IV. Revision History and Approval Date

Version 1: July 2010 – Approved

Version 2: January 21, 2021 – Updated policy layout and added Drug-Free Workplace Act; included Alcohol and Tobacco-free