

DRUG AND ALCOHOL TESTING, EMPLOYEES IN SAFETY-SENSITIVE POSITIONS

The Fullerton Joint Union High School District recognizes that the misuse of alcohol and other controlled substances by employees in safety-sensitive positions, specifically those employees required to possess a commercial driver's license, increases the likelihood of accidents and injuries to students, employees or other persons.

Illegal drug use is in conflict with state law, Board policy, and the Federal Drug-Free Workplace Act of 1988. Possession, use, distribution, or manufacture of alcohol or illegal drugs in the workplace is prohibited. Any drug or alcohol use which interferes with an employee's ability to perform assigned duties, regardless of where the drugs and/or alcohol are consumed, is of grave concern to the Board.

In keeping with federal law, a drug testing program funded by the District will be implemented by the Superintendent or designee which covers District employees required to possess a commercial driver's license or, as a part of their duties, are required to drive any vehicle designed to seat 16 or more passengers. All drug and alcohol testing procedures used by the District will be conducted in accordance with the National Institute on Drug Abuse (NIDA) guidelines.

Legal references: Drug Free Workplace Act of 1988; The Omnibus Transportation Employee Testing Act of 1991

Policy adopted: January 2, 1996