

**DRUG-FREE WORKPLACE/NOTICE TO EMPLOYEES ENGAGED  
IN WORK ON FEDERAL GRANTS**

523

Employees are hereby notified that it is a violation of the policy of the Lordsburg Municipal Schools for any employee to unlawfully manufacture, distribute, dispense, possess, or use on or in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance, as defined in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 CFR 1300.11-1300.15.

"Workplace" is defined as the site for the performance of work done in connection with a federal grant. That includes any place where work on a school district federal grant is performed, including a school building or other school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; off school property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district.

Employees are further notified that it is a condition of their continued employment on any federal grant that they comply with the above policy of the school district and that the appropriate supervisor will be notified of conviction of any criminal drug statute for violation occurring in the workplace, no later than five (5) days after such conviction.

Any employee who violates the terms of the schools district's Drug-Free Workplace Policy may be non-renewed or his or her employment may be suspended or terminated, at the discretion of the superintendent, not exercised capriciously or arbitrarily.