

Drug-Free Workplace

In compliance with the Drug-Free Workplace Act of 1988, the unlawful manufacture, distribution, dispensing, possession or use of alcohol, illicit drugs or any controlled substances is prohibited. Only prescribed medications are permitted on School Board premises or during any official School District related activity, and it is the responsibility of the employee to ensure that any prescribed medication is properly secured. See HCSB Polices 1124, 3124. 4124

To facilitate enforcement of this Policy, following an offer of employment by the Hernando County School Board, all job applicants will be required to take and pass a drug test. Current employees will be tested for drugs and/or alcohol for any of the following:

- 1) reasonable suspicion/cause
- 2) post-accident/injury as required for DOT reporting
- 3) random testing as per Department of Transportation regulations and HCSB School Board Policies (HCSB Policy 4162)
- 4) follow-up after an employee returns from a drug treatment or counseling program
- 5) as required as part of any medical examination required by the HCSB

Refusal to submit to testing upon request, for any of the reasons authorized, shall subject the employee to the same disciplinary consequences as would result from a positive test result including termination for cause, denial of Unemployment Benefits, denial of Workers' Compensation, and medical and indemnity benefits.

Any employee violating this policy shall be immediately suspended with pay by the Superintendent and report shall be made to the School Board for further action, which could result in termination of employment.

Please note that the Board does not distinguish between marijuana and medical marijuana for it's policies. Use of marijuana in any form is prohibited. Employees should also carefully consider use of CBD products that may or may not produce positive results for marijuana.

Click on the link below to view the HR Standard Operating Procedures – Reasonable Suspicion document.