

Comanche Independent School District Drug Abuse Policy

1. ***Statement of Purpose and Scope***

Comanche ISD recognizes that alcohol and drug abuse in the work place has become a major concern. We believe that by reducing drug and alcohol abuse, we will improve the safety, health, and productivity of employees. The object of our drug abuse policy is to provide a safe and healthy work place for all employees prevent accidents and comply with Section 7.10 of the Texas Worker's Compensation Act.

The use, possession, sale, transfer, purchase or being under the influence of drugs by employees at any time on company premises or while on company business is prohibited. The illegal use of any drug is prohibited. Employees must not report for duty or be on company property while under the influence of, or have in their possession while on company property, any drug.

2. ***Definition of Drug***

For the purpose of this policy, the term "drug," wherever it appears in this policy statement, includes alcoholic beverages as well as inhalants and illegal drugs.

3. ***Consequences of Violating the Drug Abuse Policy***

Violation of this drug abuse policy will result in one of the following forms of corrective action: Immediate discharge, suspension, probation, oral warning or written warning. In arriving at a decision for proper action, the seriousness of the infraction, the past record of the employee, and the circumstances surrounding the matter will be taken into consideration.

4. ***Treatment Programs***

While we do not sponsor or endorse any specific drug treatment programs, such programs are available through public and private health care facilities in our area. Affected employees are encouraged to seek assistance for themselves and their dependents.

5. ***Education and Training Programs***

We do not offer, nor require participation in, drug and alcohol abuse education and training programs. However, various public and private facilities in our area offer such programs and affected employees are encouraged to seek assistance.

6. ***Drug Testing***

Drug testing is a condition of employment for bus drivers in our school district.

I have read and understand this drug abuse policy and agree to abide by its terms and conditions.

Employee Signature

Date