



The Board of Trustees of the Gold Rush Charter School is committed to providing students and employees with a safe environment in which to learn and work that is free from illicit drugs, alcohol, weapons. To this end the Board prohibits the presence of drugs, controlled substances, alcohol, weapons of any type, explosive devices, or any other intoxicant on Gold Rush Charter School property or at any school sponsored event. The prohibition applies to employees, students, patrons, visitors and any other person.

### Smoke Free

Smoking is not allowed anywhere on Gold Rush property. It is the responsibility of each employee, student, patrons, visitor and any other person to adhere to this rule, and to inform his or her guests of our non-smoking policy.

### Drug- and Alcohol-Free

The Charter School is committed to providing a drug- and alcohol-free workplace; and to promoting safety in the workplace, employee health and well-being, and a work environment that is conducive to attaining high work standards. The use of drugs and alcohol by employees on the job jeopardizes these goals, since it adversely affects health and safety, security, productivity, and public confidence and trust. Drug or alcohol use in the workplace is extremely harmful to workers.

Accordingly, and consistent with this commitment, the Charter School has developed a drug and alcohol policy that applies to all employees.

Bringing to the workplace, possessing or using, or being under the influence of intoxicating beverages or drugs on any Charter School premises or at any school-sanctioned activity or function is prohibited and will result in disciplinary action up to and including termination.

The Charter School reserves the right to use appropriate means to provide a safe work environment for its employees. These means may consist of but are not limited to:

- Post-offer, pre-employment drug/alcohol testing;
- Referral to local authorities;
- Referral to employee assistance program;
- Full investigation of accident causes, which includes drug and alcohol testing;
- “For cause” drug testing (reasonable suspicion testing);

- Search of Charter School property;

Refusal to submit to a “for cause” drug test or a drug test in connection with an on-the-job injury or accident is cause for immediate termination.

Approved: **12/10/15**

Amended: