

**BERING STRAIT SCHOOL DISTRICT  
STATEMENT AND PROCEDURE  
RELATING TO FEDERAL GRANTEE CERTIFICATION  
UNDER THE DRUG-FREE WORKPLACE ACT OF 1988**

***PURPOSE:***

The purpose of the program is to meet the certification standard mandated by federal regulations implementing the Drug-Free Workplace Act of 1988, 34CFR Part 85, Subpart f. The act applies to all employers awarded federal grants and imposes certain obligations on the employer grantees with respect to unlawful conduct in the workplace relating to drugs or controlled substances.

***PROGRAM/PROCEDURE:***

1. State and Federal statutes and regulations prohibit the unlawful manufacture, distribution, dispensing, possession, or use of drugs or controlled substances in the workplace.
2. As a grantee of federal funds, the Bering Strait School District endorses the need for a drug-free workplace, and recognizes that, under the Drug-Free Workplace Act of 1988, its employees must abide by the prohibition banning unlawful conduct with respect to drugs or controlled substances in the workplace.
3. To raise the level of awareness about the danger of drug abuse in the workplace, Bering Strait School District shall distribute information brochures and other educational materials addressing drug abuse at work. A list of state and federally approved referral services that provide drug counseling, rehabilitation and treatment for individuals with drug problems shall also be distributed to all employees. Bering Strait School District encourages employees to seek drug abuse counseling and information voluntarily.
4. Under the Act, in the event any Bering Strait School District employee violates a criminal drug statute that leads to a conviction for a violation that occurred in the workplace, that employee must notify the District about such violation no later than five (5) days after such conviction.
5. Once an employee has notified the District about his or her conviction for a violation that occurred in the workplace, the District, within 30 days, of receiving such notice of conviction, and depending upon the nature and circumstances surrounding the violation in the workplace, will undertake an appropriate personnel action, up to and including termination; or require the employee to participate satisfactorily in an approved drug abuse assistance or rehabilitation program.
6. The decision to accept diagnosis and treatment for substance abuse lies within the individual's personal responsibility.

**BERING STRAIT SCHOOL DISTRICT  
STATEMENT AND PROCEDURE  
RELATING TO FEDERAL GRANTEE CERTIFICATION  
UNDER THE DRUG-FREE WORKPLACE ACT OF 1988**

- 7. Except as may be provided by medical insurance, the District shall have no financial obligation as the result of an employee's use of a referral service or related counseling or rehabilitation program.**
- 8. This policy does not supersede any state statutes or regulations, nor does it supersede any current agreements between the District and the labor organizations representing employees in various bargaining units.**
- 9. Copies of the program/procedure shall be distributed to all Bering Strait School District employees.**

**NOTICE TO ALL EMPLOYEES  
OF THE  
BERING STRAIT SCHOOL DISTRICT**

State and Federal statutes and regulations prohibit the unlawful manufacture, distribution, dispensing, possession, or use of drugs or controlled substances in the workplace.

Under the Drug-Free Workplace Act of 1988, 34 CFR, Part 85, Subpart f, all employees of employers awarded federal grants must abide by the prohibition banning unlawful conduct with respect to drugs or controlled substances in the workplace. As it has been awarded a grant of federal funds, the Bering Strait School District and its employees must comply with this Act.

In accordance with the Act, any District employee who violates any criminal drug statute that leads to conviction for a violation occurring in the workplace must notify the Bering Strait School District about such violation no later than five (5) days after such conviction.

Any Bering Strait School District employee who is convicted of violating any criminal drug statute must provide notice of conviction within thirty (30) days. He or she may:

- (1) be subjected to any appropriate personnel action, up and including termination, or
- (2) be required to participate satisfactorily in an approved drug abuse assistance or rehabilitation program.