

AMEND BOARD REPORT 04-0700 500

RENAME POLICY DRUG AND ALCOHOL FREE WORKPLACE POLICY

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:

That the Board ~~adopt a new~~ amend the Board's Policy on Substance Abuse by Employees and rename it the "Drug and Alcohol Free Workplace Policy."

PURPOSE: To implement the requirements of Board Rule ~~4-50~~ 4-4(h) Drug and Alcohol Free Workplace and to align Policy with the Drug Free Workplace Act and existing Board practices.

POLICY TEXT:

- I. **Policy Statement:** All employees of the Board of Education of the City of Chicago are hereby notified that the unlawful manufacture, distribution, possession, consumption or use of drugs or alcohol on Board of Education property or premises or any site of Board sponsored activities is

application for Board employment shall be given a copy of the Drug Free Work Place Statement at the time of they are assigned to perform services under a state or federal grant.

B. 2. *Employees Convicted of Criminal Drug Violations.* Any employee of the Board of Education who is convicted of a criminal drug violation must report such conviction to the Chief of Human Resources within five (5) days of the conviction in accordance with Board Rule 4-4(c). Conviction for a violation of a criminal drug violation statute means a finding of guilt, ~~a no contest plea or a guilty plea~~ and imposition of sentence (other than a disposition of supervision, withholding of adjudication or their equivalent) by any judicial body for any violation of state or federal criminal

statute involving the manufacture, distribution, dispensation, use or possession of any controlled substance. After receiving such notice from an employee or otherwise receiving actual notice of a conviction, the Chief Executive Officer will take appropriate personnel action against the employee up to and including discharge dismissal from employment.

C. 2. *Reasonable Suspicion Drug and Alcohol Testing of Employees.* Any employee of the Board of

IV. Drug and Alcohol Free Workplace Statement. The following Drug and Alcohol Free Workplace Statement shall be given to all applicants for employment or employees assigned to work on federal

acknowledgements.

Drug and Alcohol Free Statement

acknowledged and copies of the conditions of employment to the Board of Education, Inc. A. 1991

Approved for Consideration:


Barbara Enom-Williams

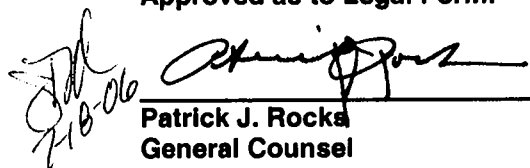
Respectfully Submitted:



Noted:


John Malorca
Chief Financial Officer

Approved as to Legal Form:


Patrick J. Rocka
General Counsel