

## **Personnel**

### **Employee Drug Testing**

The Board of Trustees maintains a drug and alcohol-free workplace. In accordance with law, all employees shall render service without using, possessing, being impaired by or being under the influence of alcohol or drugs.

(cf. 4020 - Drug and Alcohol-Free Workplace)

(cf. 4112.42/4212.42/4312.42 - Drug and Alcohol Testing for School Bus Drivers)

#### **Pre-Employment Drug/Alcohol Testing**

Once a conditional offer of employment has been made, prospective employees shall undergo a pre-employment drug and alcohol screening for any substance which could impair their ability to safely and effectively perform their job functions. This screening shall be part of the employee's pre-employment physical examination.

All medical examinations shall be conducted in accordance with state and federal law, and in accordance with Board policy and administrative regulation.

(cf. 4112.4 /4212.4/4312.4 - Health Examinations)

(cf. 4119.23/4219.23/4319.23 - Unauthorized Release of Confidential/Privileged Information)

#### **Legal Reference:**

##### **EDUCATION CODE**

44839 Medical certificate; periodic medical examination

45122 Physical examinations

##### **GOVERNMENT CODE**

8350-8357 Drug-free workplace

12940 Unlawful employment practices

##### **CODE OF REGULATIONS, TITLE 5**

5504 Medical certification procedures

##### **UNITED STATES CODE, TITLE 41**

701-707 Drug-Free Workplace Act

##### **UNITED STATES CODE, TITLE 20**

7101-7184 Safe and Drug-Free Schools and Communities Act

Policy Adopted: March 23, 1987

Policy Revised: September 26, 2005; December 5, 2005