



ADB - DRUG FREE SCHOOL AND WORKPLACE

Pursuant to New Hampshire RSA 193-B, the area within 1000 feet of any real property owned or leased by Seacoast Classical Academy is a “Drug-Free School Zone”. Consequently, except as otherwise provided by law, it is unlawful for any person to manufacture, sell, prescribe, administer, dispense, or possess with intent to sell, dispense, or compound any controlled drug or its analog, within the Seacoast Classical Academy drug-free school zone at any time of the year. According to RSA 193-B:1 I, "Controlled drug or its analog" means those drugs or substances included within the definitions provided in RSA 318-B:1, VI and VI-a.

Pursuant to the federal Drug-Free Workplace Act of 1988 and 34 CFR 84.200, the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the Seacoast Classical Academy workplace, where “controlled substance” is defined in 21 U.S.C. Section 812(c).

As a condition of employment, each employee shall abide by this policy, and must notify the Executive Director in writing if he or she is convicted for a violation of a criminal drug statute occurring in the workplace and must do so no more than five (5) calendar days after the conviction.

The Academy will provide each employee with a copy of this policy and establish an ongoing drug-free awareness program to inform employees about—

1. The dangers of drug abuse in the workplace;
2. This policy of maintaining a drug-free workplace;
3. Any available drug counseling, rehabilitation, and employee assistance programs; and
4. The penalties that the Academy may impose upon them for drug abuse violations occurring in the workplace.

There are two actions the Academy will take if an employee is convicted of a drug violation in the workplace:

1. First, the Academy must notify Federal agencies if an employee who is engaged in the performance of a Federal award informs the Executive Director about a conviction, as required by 34 CFR § 84.205(c)(2), or the Academy otherwise learns of the conviction. The notification to the Federal agencies must—
 - a. Be in writing;
 - b. Include the employee's position title;
 - c. Include the identification number(s) of each affected award;
 - d. Be sent within ten calendar days after the Academy learns of the conviction; and

- e. Be sent to every Federal agency on whose award the convicted employee was working. It must be sent to every awarding official or his or her official designee, unless the Federal agency has specified a central point for the receipt of the notices.
2. Second, within 30 calendar days of learning about an employee's conviction, the Academy will either—
 - a. Take appropriate personnel action against the employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973 (29 U.S.C. 794), as amended; or
 - b. Require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for these purposes by a Federal, State or local health, law enforcement, or other appropriate agency.

References:

- RSA 193-B
- RSA 318-B:1, VI and VI-a
- 34 CFR Section 84.200
- Rehabilitation Act of 1973 (29 U.S.C. 794), as amended

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