

EMPLOYEE WELFARE

DI  
(LOCAL)

**Drug-Free  
Awareness Program**

The District shall maintain a drug-free environment and shall establish, as needed, a drug-free awareness program complying with federal requirements. [See DH] The program shall provide applicable information to employees in the following areas:

1. The dangers of drug use and abuse in the workplace.
2. The District's policy of maintaining a drug-free environment. [See DH(LOCAL)]
3. Drug counseling, rehabilitation, and employee assistance programs that are available in the community, if any.
4. The penalties that may be imposed on employees for violation of drug use and abuse prohibitions. [See DH(LOCAL)]

**Employee  
Responsibility**

All fees or charges associated with drug/alcohol abuse counseling or rehabilitation shall be the responsibility of the employee.