

Drug-Free Workplace

7.45
Board Adopted
(09-12-96)

The Texas Department of Criminal Justice (TDCJ) has implemented a policy, PD-17, Drug-Free Workplace, which prohibits any employee, including Windham School District (WSD) employees, from on or off duty participation in the unauthorized manufacture, distribution, dispensing, possession, sale, purchase or use of a controlled substance, or the abuse of inhalants. The policy also prohibits reporting for work or working while under the influence of alcohol.

In a correctional environment it is especially important to maintain a drug-free workplace. Abuse/misuse of alcohol/inhalants and/or use of drugs can and does impair the ability of employees to effectively perform their duties and may endanger the employee, co-workers and the public as well as property. The TDCJ and WSD seek to prevent the abuse/misuse of alcohol/inhalants and/or use of drugs by employees in any way which impairs their ability to perform their duties.

In order to effectively meet the objectives of this policy, the TDCJ has implemented an Alcohol and Drug Testing Program which will include pre-employment/pre-assignment drug testing, reasonable suspicion alcohol/drug testing, return to duty alcohol/drug testing and follow-up alcohol/drug testing.

The TDCJ policy applies to all employees of the WSD including temporary and part-time employees and certain contract personnel. Disciplinary action up to and including separation from employment may be taken against a WSD employee for violation of this policy.