

DRUG-FREE WORKPLACE CERTIFICATION

In compliance with the regulations implementing the Drug-Free Workplace Act of 1988, the Anoka-Hennepin School District certifies that it will provide a drug-free workplace.

The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace in the Anoka-Hennepin School District. Any employee violating this prohibition will be subject to disciplinary action up to and including termination of employment.

Ongoing staff development information will be provided to inform employees about

- The dangers of drug abuse in the workplace
- The school district's policy of maintaining a drug free workplace
- Any available drug counseling, rehabilitation, and employee assistance programs
- The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.

A copy of this policy will specifically be provided any employee who is directly engaged in the performance of a grant requiring certification of a drug-free workplace, along with a statement that the employee is required to abide by the terms of this policy and to notify the school district of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction.

The District will notify the funding agency within 10 days after receiving notice from an employee as indicated above or otherwise receiving actual notice of such conviction.

With respect to any employee who is so convicted, the Anoka-Hennepin School District will, within 30 days of receiving notice:

- Take appropriate personnel action against such an employee, up to and including termination of employment
- Or require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program provided for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency.

The Anoka-Hennepin School District will make a good faith effort to continue to maintain a drug-free workplace through the implementation of all paragraphs above.

Anoka-Hennepin District No. 11
Coon Rapids, MN 55433
Adopted June 12, 1989