



ALCOHOL, DRUG, AND TOBACCO-FREE WORKPLACE POLICY

Purpose

Bonneville Academy is committed to providing a safe and healthy work environment for employees and students alike. In accordance with the Drug-Free Workplace Act of 1988 (34 CFR Part 85, Subpart F), this policy establishes and maintains a workplace free from the possession, manufacture, use, or distribution of tobacco, vaping/e-cigarettes, alcohol, and/or illicit drugs.

Violations of this policy may result in disciplinary action, up to and including termination. All drug and alcohol testing shall be conducted in accordance with Utah Code §34-41-104 by an independent laboratory certified for employment testing purposes. Employees required to participate in testing must make themselves available immediately upon notification by the School Director. Failure to comply or refusal to submit to testing will result in disciplinary action, including termination.

Drug and Alcohol Testing

- A. Pre-employment drug testing may be required prior to an offer of employment.
- B. Testing may also be administered under the following conditions:
 1. Random testing for controlled substances and alcohol for employees.
 2. Reasonable suspicion testing, which may include but is not limited to:
 - a. Observable symptoms of use or impairment from alcohol or drugs.
 - b. Presence of drug or alcohol paraphernalia.
 - c. Involvement in an accident or near-miss incident causing or potentially causing injury or property damage.
 - d. Reports of possession, use, or distribution of alcohol or drugs.
 - e. Unexplained or suspicious absenteeism or tardiness.
 - f. Noticeable decline in performance or behavior.
 - g. Statements or behaviors suggesting substance presence in the body.
 3. Post-accident or critical incident investigation testing.

Legal References

- Drug-Free Workplace Act of 1988, 34 CFR Part 85, Subpart F
- Utah Code §34-41-104: Drug and Alcohol Testing
- USBE Rule R277-400: School Safety
- Utah Code §53G-8-202: Student and Employee Safety and Discipline

