



Administrative Regulation 4161 DRUG FREE ENVIRONMENT

Responsible Office: Office of Human Resources

REGULATION

1. It is the policy of the Washoe County School District ("District") to maintain a drug-free environment in all areas under District control. Drug-free environment means that no person may engage in the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance.
2. Any violations noted should be immediately reported to the administrator in charge, who in turn shall report the violation to the School Police Department. If the School Police Department's investigation determines that a violation of this policy and/or law has occurred, an appropriate action will be undertaken for filing administrative and/or criminal charges.
3. All employees are held equal under this policy and as a condition of employment accept the responsibility of reporting any conviction on a drug statute violation which occurred on school district property to the school district personnel administrator within five (5) days of conviction. The District in turn will notify all required agencies and parties of the violation conviction within ten (10) days of the received report.
4. Any violations will be dealt with as provided in Administrative Regulations 4119 for licensed personnel, 4219 for classified personnel, and CSI Procedure SSDA-P107 for students. Ultimately, under these regulations students may be suspended or expelled and employees may be dismissed after due process procedures have been followed.
5. All existing school district employees and all new employees shall be made aware of this drug-free environment policy and dangers related to drug abuse in the work place. This is to be accomplished through distribution of a brochure which details the policy, the danger of drugs, possible penalties for violations and a summary of school district and non-district assistance programs. The brochure will be distributed to all existing employees and be included in material presented to new employees during their orientation to the school district.

LEGAL REQUIREMENTS & ASSOCIATED DOCUMENTS

1. This regulation reflects the goals of the District's Strategic Plan and aligns/complies with the governing documents of the District, to include:
 - a. Board Policy 4214, Drug-Free Workplace
2. This regulation complies with Nevada state laws and regulations.

REVIEW HISTORY

Date	Revision	Modification
6/20/1989	1.0	Adopted
10/27/1992	2.0	Revised
7/14/1998	2.1	Reviewed