



CITY OF WARWICK SCHOOL COMMITTEE

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The following is the Drug-Free Policy adopted by the School Committee. Please familiarize yourself with its contents.

DRUG-FREE POLICY

It is the policy of the Warwick Public Schools to maintain a drug-free workplace and drug-free schools. To assure full implementation of this policy, the Warwick Public Schools will take steps to assure that:

The Warwick Public Schools prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, illicit drug, and alcohol, as those terms are defined in state and federal law, in the workplace, on school premises, or as part of any Warwick Public Schools activities.

Employees who violate this prohibition shall be subject to disciplinary sanctions. Such sanctions may include referral to drug and alcohol counseling or rehabilitation programs, termination from employment with the Warwick Public Schools, and referral to appropriate law enforcement officials for prosecution.

Compliance with these requirements and prohibitions is mandatory and is a condition of employment. As a further condition of employment, an employee shall notify the Warwick Public Schools of any criminal drug statute conviction the employee incurs for a violation in the workplace no later than five working days after such conviction.

Within 30 calendar days of receiving notice from any source of a conviction for any drug statute violation occurring in the workplace, the School Committee shall either:

1. Take appropriate personnel action against the employee, up to and including termination of employment or referral for prosecution;

OR

2. Require the employee to participate satisfactorily in a drug and alcohol abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health agency, law enforcement agency, or other appropriate agency.

This notice will serve notice that the Warwick Public Schools, Warwick, Rhode Island, will maintain a drug-free workplace and drug-free schools. This declaration is put forth as required by the federal Drug-Free Workplace Act [20 U.S. 3471, 1221e-3(a)(1) and 34 CFR 85.630] and notice requirements imposed by the federal Drug-Free Schools and Communities Act Amendments of 1989 [20 U.S.C. 3224a and 34 CFR 86.201].

3/3/16