

Drug Free Workplace Policy

It is expected that all Nurture School employees be physically ready and capable of doing their jobs to the highest level possible. Any impairment of those abilities through the use of alcohol, legal or illegal drugs is strictly prohibited while performing work or being on call for the school. In addition, upon the administrator's reasonable suspicion of an employee's violation of any of the prohibited activities stated above, the administrator may direct the employee to undergo a drug and/or alcohol test to corroborate or refute the alleged violation. State law protects The Nurture School from liability when it takes actions pursuant to a reasonable workplace drug policy, including but not limited to subjecting an employee or applicant to reasonable drug and alcohol testing, reasonable and nondiscriminatory random drug testing, discipline, termination of employment, or withdrawal of a job offer due to a failure of a drug test. For purposes of this policy, a controlled substance means a substance that is: 1. Not legally obtainable, 2. Being used in a manner different than prescribed, 3. Legally obtainable, but has not been legally obtained, or 4. Referenced in federal or State controlled substance acts.