HUMAN RESOURCES

Duties, Responsibilities, and Rights of Employees

Alcohol- and Drug-Free Workplace

This policy supersedes Policy 4418.43.

I. PURPOSE

To provide for the establishment of an alcohol- and drug-free workplace.

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

- A Philosophy section has been added.
- A Responsibilities section has been added.
- New legal and cross references have been added

~~This policy has been reviewed and there are no changes at this time.~~

III. PHILOSOPHY

The School Board affirms its belief that m~~M~~aintaining an alcohol and drug-free workplace reflects the school division's ~~Fairfax County Public Schools~~ commitment to the eradication of possession of alcohol or illegal drugs or the unlawful use of prescription drugs by its employees.

IV. RESPONSIBILITIES

Every employee is expected to be aware and abide by the Alcohol-and Drug-Free Workplace policy and relevant regulations. Program managers have the responsibility to ensure that all employees are knowledgeable and aware of the policy and regulations.

~~III.~~V. AUTHORITY

The School Board authorizes the Division Superintendent or his or her designee, to implement the regulations of the Drug-Free Workplace Act of 1988, Omnibus Transportation Employee Testing Act of 1991, and other regulations as required in order to maintain an alcohol- and drug-free workplace for all employees.

Legal reference:
Drug-Free Workplace Act of 1988
Omnibus Transportation Employee Testing Act of 1991
U.S. Department of Transportation, Title 49, Part 40
Federal Motor Carrier Safety Administration, 49 CFR Controlled Substance Act
Virginia Code Section 22.1-78

Cross-Reference: Regulation 4293, Dismissal – Definition of Just Cause
Regulation 4418, Alcohol-and Drug-Free Workplace
Regulation 4429, Conduct and Discipline for Operational Employees
Regulation 4461, Procedure for Adjusting Grievances--Contracted/Licensed Professional Personnel
Regulation 4462, Grievance Procedure-Support Employees
Regulation 4660, Overtime Pay for Eligible Employees
Policy 4960, Employee Assistance Program
Regulation 4960, Structure and Use of the Employee Assistance Program (EAP)

Policy
adopted: July 27, 1989
Corrected: June 8, 1998
Reviewed: April 21, 2003
Reviewed: December 5, 2008
Reviewed: December 19, 2013
Reviewed: September 26, 2019
Revised: January 22, 2026

FAIRFAX COUNTY SCHOOL BOARD