

**Provo City School District**  
**Policy Series 5000: Personnel**



**Policy No. 5200**

**Drug-Free Workplace**

Provo City School District has a responsibility to maintain public trust and confidence by providing a safe school environment for students and citizens and a safe work place for employees. The district is committed to provide a drug-free, tobacco/smoke-free, and alcohol-free workplace. Employees of Provo City School District are expected to follow the federal, state, and local laws regarding use, distribution, manufacturing, and/or possession of alcohol, drugs, and tobacco. Depending on the severity of the infraction, violation of this policy may result in discipline, up to and including termination.

Legal References:

21 U.S.C. § 801 et seq.  
41 U.S.C. § 8101 et seq.; 34 C.F.R. 84.100, et seq.  
20 U.S.C. § 7101-7118

Utah Code 32B-1-101, et seq.  
Utah Code 58-37-1, et seq.  
Utah Code 26-38-1, et seq.  
Utah Code 53G-8-602

Synopsis:

Controlled Substances Act  
Drug Free Workplace Act  
Safe and Drug-Free Schools and  
Communities Act  
Alcoholic Beverage Control Act  
Utah Controlled Substances Act  
Utah Indoor Clean Air Act  
Possession or consumption of  
alcoholic beverages at school or  
school-sponsored activities

Approved by Board of Education: November 10, 2015