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To: All Employees of Fowler Public Schools
From: Patrick O'Rourke, Superintendent

DRUG-FREE WORKPLACE

The Board of Education believes that quality education is not possible in an environment affected by drugs. It will seek, therefore, to establish and maintain an educational setting not tainted by the use or evidence of use of any controlled substance.

The Board shall not permit the manufacture, possession, use, distribution, or dispensing of any controlled substance, including alcohol by any member of the district's professional or support staff at any time while on district property or while involved in any district-related activity or event. Any staff member who violates this policy shall be subject to disciplinary action in accordance with district guidelines and the terms of collective bargaining agreements. In addition, Fowler Public Schools are a tobacco free campus 24 hours a day 7 days a week.

Disciplinary sanctions will include suspensions up to and including discharge as well as referral for prosecution.

Staff members are encouraged to seek help for substance abuse problems through the Clinton County Counseling Center in St. Johns at 989-224-6729 or through their resident county department of mental health.

Federal law requires that the Fowler Public School District notifies all of its employees that compliance with the standards of conduct is mandatory.

"Expect Excellence"

In compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and the Americans with Disability Act of 1990, it is the policy of the Fowler Public School District that no person shall, on the basis of race, color, national origin, sex, disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information or any other legally protected category, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any program or activity, or in employment.