

**North Orange County Regional Occupational Program
DRUG AND ALCOHOL-FREE WORKPLACE
NOTICE TO EMPLOYEES
ROP E 4020**

All Personnel

YOU ARE HEREBY NOTIFIED that it is a violation of Board Policy for any employee of the ROP to unlawfully manufacture, distribute, dispense, possess, use or be under the influence of any alcoholic beverage, drug or controlled substance as defined in the Controlled Substances Act and Code of Federal Regulations.

“School district workplace” is defined as any place where ROP work is performed, or during any period of time when an employee is supervising students on behalf of the ROP or otherwise engaged in ROP business.

As a condition of your continued employment with the ROP, you will comply with the ROP’s policy on a Drug and Alcohol-Free Workplace and will, any time you are convicted of any criminal drug or alcohol statute violation occurring in the workplace, notify your supervisor of this conviction no later than five days after such conviction.

Pursuant to California Education Code 44836 and 45123, the Board may not employ or retain in employment persons convicted of a controlled substance offense as defined in Education Code 44011. If any such conviction is reversed and the person acquitted in a new trial or the charges dismissed, his/her employment is no longer prohibited.

Pursuant to Education Code 45123, the ROP may employ for classified service a person who has been convicted of a controlled substance offense only if it determines, from evidence presented, that the person has been rehabilitated for at least five years. The Board shall determine the type and manner of presentation of the evidence, and the Board’s determination as to whether or not the person has been rehabilitated is final.

Pursuant to Education Code 44425, whenever the holder of any credential issued by the State Department of Education or the Commission for Teacher Preparation and Licensing has been convicted of a controlled substance offense as defined in Education Code 44011, the Commission shall forthwith suspend the credential. When the conviction becomes final or when imposition of sentence is suspended, the commission shall revoke the credential.

Pursuant to Education Code 44940, the ROP must immediately place on compulsory leave of absence any certified employee charged with involvement in the sale, use or exchange to minors of certain controlled substance offenses.

Confidential counseling and information on rehabilitation can be obtained through the ROP Employee Assistance Program.

Employee’s Signature: _____ Date: _____

Revised: July 16, 2018
Approved: April 24, 2001