

GRIZZLY CHALLENGE CHARTER SCHOOL

**Form 4319A**  
**DRUG-FREE ENVIRONMENT**  
**NOTICE TO ALL EMPLOYEES**

*In order to implement and vigorously enforce Policy #4319, the Grizzly Challenge Charter School (GCCS) shall post and provide each employee with this notice that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance (drug) is prohibited in all of the GCCS workplaces. Violation of this prohibition may result in disciplinary action, up to and including dismissal. In addition, violation may constitute violation of the California Education Code and other state laws and may result in immediate suspension without pay in the event that criminal charges are filed.*

*Employees who think they may have a drug/alcohol problem are required to seek assistance and get help immediately. GCCS will be supportive of those who seek help voluntarily, and will provide information on drug counseling, rehabilitation, and employee assistance programs wherever possible. GCCS will be equally firm in identifying and disciplining those who continue to be substance abusers and do not seek help. To this end, GCCS will act to eliminate any substance abuse (illegal drugs, prescription drugs or any other substance which could impair an employee's safety and ability to effectively perform the functions of the assigned job), which increases the potential for accidents, absenteeism, substandard performance, poor employee morale or damage to the reputation of GCCS.*

*As a condition of being employed to work under any federal grant received by GCCS, employees are required to abide by the terms of this statement. These employees are further required to notify their supervisor (or the Human Resources department of the San Luis Obispo County Office of Education) of any conviction for a criminal drug statute violation occurring in the workplace within five days after such conviction.*

*Paul Piette*  
*Principal*

Approved by the Grizzly Challenge Charter School Board of Directors: June 19, 2012