



DRUG-FREE WORKPLACE NOTICE TO EMPLOYEES



You are hereby notified that it is a violation of Board Policy for any employee at the workplace to unlawfully manufacture, distribute, dispense, possess or use any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcohol or other controlled substance, as defined in the Drug-Free Workplace Act of 1988.

“Workplace” is defined as any place where ROP work is performed, including a ROP building or other school premises or community based programs; any ROP-owned or ROP-approved vehicle used to transport students to and from ROP or ROP activities; and any off-ROP sites when accommodating a school sponsored or school-approved activity or function, such as a field trip, where students are under ROP jurisdiction.

As a condition of your continued employment with the ROP, you will comply with CRY-ROP’s policy on Drug-Free Workplace and will, notify CRY-ROP any time you are convicted of any criminal drug statute violation occurring no later than five (5) days after such conviction.

Pursuant to California Education Code 45123, the Governing Board may not employ or retain in employment persons convicted of a controlled substance offense as defined in Education Code Section 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.

The ROP may employ a person convicted of a controlled substance offence only if it determines, from evidence presented, that the person has been rehabilitated for at least five years. Pursuant to Education Code 45123, 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 California Commission for Teacher Credentialing (CCTC) has been convicted of a controlled substance offence as defined in Education Code 44011, the Commission shall revoke the credential. Pursuant to Education Code 44065, the ROP may not employ non-certificated persons in positions requiring a CREDENTIAL.



AETNA MEMBERS HAVE ACCESS TO THE MENTAL HEALTH NETWORK!

MENTAL HEALTH NETWORK (MHN) offers a variety of EAP, Assistance Programs and Behavioral Health Resources.

- ❖ By visiting www.mhn.com or calling (800) 322-9707 you can contact a care manager to explore their expansive provider network resources.

In addition to the Mental Health Network, the following drug counseling, rehabilitation, and/or employee assistance programs are available locally:

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| 1. Focus on Recovery
855-811-2040 | 4. Alcohol & Drug Help Line
800-821-4357 |
| 2. Clearview Outpatient Program
866-827-0927 | 5. Al-Anon
909-824-1516 |
| 3. Loma Linda Uni. Behavioral Med.
Center
800-752-5999 | 6. San Bernardino Community Hospital
909-887-6333 |

(A more extensive list is available in the Human Resources Department.)