



Drug/Tobacco/Alcohol Policy

RA is committed to providing a workplace that is free from drugs, tobacco and alcohol. Employees of RA are expected to follow the federal, state and local laws regarding the use, distribution, manufacturing and/or possession of alcohol, drugs and tobacco. Violation of this policy may result in suspension, remediation and/or termination.

All Employees acknowledge the policy of RA to provide a drug-free working environment for its employees. All Employees hereby consent to the inspection of their personal property located on the premises of the School. All Employees agree to submit to personal drug testing if requested by the School. Drug testing may occur on a random basis throughout the year. Refusal to submit to drug testing may be grounds for the termination of the Employee.

RA is a tobacco-free facility and no smoking is permitted on school grounds or at school-sponsored activities or field trips. There is **NO SMOKING ANYWHERE ON CAMPUS.**

Possession of or consumption of alcohol on school grounds, at school-sponsored activities and on school-sponsored field trips is prohibited. Employees that consume alcohol on school premises or school-sponsored field trips are at risk for disciplinary action, termination and/or licensure revocation according to appendix B, the Educators Ethics guidelines.

A school employee with reasonable cause shall report immediately to the Director if they believe that a student is in possession of or is consuming alcohol or is in possession of or smoking tobacco on school premises or at any school-sponsored activities. In addition, any acts prohibited by Utah Code pertaining to controlled substances or drug paraphernalia shall also be immediately reported to the Director.