**Drug-Free Workplace Act of 1988**

**Drug-Free Schools and Communities Act of 1989**

The Eastmont School District maintains a drug-free workplace. As a recipient of federal grants, the Eastmont School District requires all employees to comply with the stipulations of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989. The Eastmont School District prohibits the unlawful manufacture, distribution, dispensation, possession or use of drugs in the workplace by any employee. Employees convicted of any of the above will be subject to disciplinary action, up to and including termination.

**Tobacco-Free Workplace**

Smoking is not allowed inside Eastmont School District facilities and/or in Eastmont School District vehicles. Employees may check with their supervisor to see if a designated smoking area outside of Eastmont School District facilities is available.