

DRUG-FREE WORKPLACE POLICY

(Statement Required by 34 CFR Part 85)

CLAREMONT SCHOOL OF THEOLOGY

The Claremont School of Theology does hereby declare its adoption of a drug-free work-place policy. Given the nature of our community, the School declares its conviction that drug use by any student or employee, whether or not in the work-place, is inappropriate and incompatible with the vocational calling of community members.

Pursuant to federal law, each employee is hereby notified that the unlawful manufacture, distribution, dispersing, possession or use of a controlled substance is prohibited by the School in any work-place. Violation of this prohibition may result in the following actions:

- Referral of the violator to any drug counseling, rehabilitation, or other assistance which are known to the School and for which the School's employees may be eligible.
- Reporting of the violation to law enforcement authorities for such action as they deem appropriate.
- Termination of employment for misconduct.

Federal law requires that the School give each employee a copy of this statement and that, as a condition of employment, each employee agree to:

- A. Abide by the terms of the statement, and
- B. Notify the School of any criminal drug statute conviction for violation occurring in the work-place no later than five (5) days after such conviction.

Adopted by the Board of Trustees on December 2, 1995.