

Vanguard Academy

Employee Handbook

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13.1 ALCOHOL, DRUG, AND TOBACCO-FREE WORKPLACE POLICY

In accordance with the Drug-Free Workplace Act of 1988, 34 CFR Part 85, Subpart F, Vanguard Academy will maintain and enforce a drug and alcohol-free workplace. The school will provide a safe and productive workplace free from possession, manufacture, use, or distribution of tobacco, alcohol, or illicit drugs.

Approved: 08/15/2015