

**PRE-PLACEMENT DRUG/ALCOHOL TESTING**

Employees are Murrieta Valley Unified School District's most valuable resource and their health and safety is therefore a serious concern. Murrieta Valley Unified School District will not tolerate any drug or alcohol use which imperils the health and well-being of its employees or threatens its operations.

The use of illegal drugs and abuse of other controlled substances, on or off duty, is inconsistent with law abiding behavior expected of all citizens. Employees who use illegal drugs or abuse controlled substances or alcohol, on or off duty, tend to be less productive, less reliable, and prone to greater absenteeism resulting in the potential for increased cost, delay and risk in the operation of the District.

Furthermore, employees and students have the right to work in an alcohol and drug free environment and to work with persons free from the effects of alcohol and drugs. Employees who abuse alcohol or drugs are a danger to themselves and to others in the workplace. In addition, drug and alcohol abuse inflicts a terrible toll on the nation's productive resources and the health and well-being of American workers and their families.

Murrieta Valley Unified School District is therefore committed to maintaining a safe and healthy workplace free from the influence of alcohol and drugs. In addition, the District will vigorously comply with the requirements of the Drug-Free Workplace Act of 1988.

Murrieta Valley Unified School District requires that every newly hired employee including substitutes be free from alcohol or drug abuse. Each offer of employment shall be conditioned upon the passing of a urine test for alcohol and drugs. The District will not hire any applicant who fails to pass the pre-placement drug and alcohol test.

Murrieta Valley Unified School District will afford applicants subject to testing the opportunity, prior to testing, to list all prescription and nonprescription drugs they have used in the last thirty days and to explain the circumstances surrounding the use of such drugs.

Applicants subject to testing must sign, prior to testing, an approved form consenting to the testing and consenting to the release of the test results to the District Personnel Department.

Prior to taking any action, Murrieta Valley Unified School District will give all applicants who test positive for alcohol or drugs the opportunity to explain the test results.

**PRE-PLACEMENT DRUG/ALCOHOL TESTING** (continued)

Compliance with Murrieta Valley Unified School District's substance abuse policy is a condition of employment. Failure or refusal of an applicant to cooperate fully, sign any required document, or submit to any test will be grounds for withdrawal of any offer of employment.

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**CONSENT**

I have carefully and thoroughly read Murrieta Valley Unified School District's Alcohol and Drug Abuse Policy. I agree, without reservation, to follow that policy.

\_\_\_\_\_

Date

\_\_\_\_\_

Applicant's Signature

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Applicant's Name (printed)

Policy  
adopted: May 14, 1992  
revised: May 27, 1993

**MURRIETA VALLEY USD**  
Murrieta, California