

CLEVELAND PUBLIC SCHOOL
(APPLICANT)
AFFIRMATION OF
DRUG AND ALCOHOL TESTING POLICY

STATEMENT OF POLICY

CLEVELAND PUBLIC SCHOOLS is committed to ensure a safe and drug and alcohol free workplace for all school district employees and the general public. As a public employer, the school district has a compelling interest in establishing reasonable condition of employment. Prohibiting employee drug/alcohol use is one such condition.

CLEVELAND PUBLIC SCHOOLS is concerned with the well-being of its employees and the need to maintain employee productivity. The intent of the CLEVELAND PUBLIC SCHOOL's Drug and Alcohol Testing Program is to offer a helping hand to those who need it, while sending a clear message that any illegal drug or alcohol use is contradictory with public services and WILL NOT BE TOLERATED!

It is the policy of CLEVELAND PUBLIC SCHOOLS that all applicants, who receive a conditional offer of employment submit to a drug and alcohol test to document they are drug and alcohol free. Refusal to comply with this requirement will be considered the equivalent of receiving a confirmed "positive" result for employment and disqualification purposes. Any applicant who receives a confirmed "positive" drug screen result will have the offer of employment withdrawn and will be subject to disqualification from other application for school district employment for a period of two years from the effective date of the disqualification action.

AFFIRMATION OF POLICY

As an applicant for a position, I affirm that I have read and understand the CLEVELAND PUBLIC SCHOOL's Drug-Free Workplace Statement of Policy noted above, and I am aware that any offer of employment is conditional upon my taking a drug and alcohol test and the results thereof. If hired into a position of CLEVELAND PUBLIC SCHOOLS, I agree to abide by all provisions of the anti-drug policy as a condition of employment with the school district.

APPLICANT NAME (PLEASE PRINT)

APPLICANT SIGNATURE

DATE

CLEVELAND
REPRESENTATIVE

DATE