

## **DRUG FREE WORKPLACE**

### I. Prohibition of Drugs and Other Substances.

The Board of Education of the Berlin Central School District is committed to the prevention of alcohol, tobacco, or other substance use and abuse. Of particular concern to the Board is the use and abuse of alcohol, tobacco, or other substances in the workplaces that have been created by the Board to effect the educational goals and purposes of the District.

The Board therefore establishes that at all sites, facilities, and properties owned by or under the control of the Board, and at all activities and programs operated or sponsored by the Board, it shall be strictly prohibited to use, manufacture, possess, possess with the intent to sell, dispense, sell, or distribute alcohol and other substances, and to use or possess drug paraphernalia. The possession and exclusively personal use of drugs that have been prescribed by and that are being used under the supervision of a physician is exempted from this prohibition.

### II. Drugs and Substances Prohibited.

The term "alcohol or other substances" shall be construed hereunder to refer to, but not be limited to, alcohol, including beer and wine, tobacco in any form, inhalants, marijuana, cocaine, LSD, PCP, amphetamines, heroin, steroids, look-alikes, any substances referred to commonly as "designer drugs," and any other drug that is illegal under state or federal law. The inappropriate use of prescription and over-the-counter drugs is likewise prohibited.

### III. Employee Obligation to Report Conviction.

Any employee of the District who is convicted for violating a criminal drug statute shall notify the Superintendent no later than five (5) days after such conviction.

### IV. District Action If Policy Violation Found.

The District shall, within thirty (30) days of receiving the notice required in Sec. III above, take appropriate action against the offending employee. Any violation of this policy by a District employee may result in disciplinary action, up to and including dismissal. The District may, in the alternative, require an employee found in violation of this policy to complete satisfactorily a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency.

### References

20 USC 3171 et seq. (Drug-Free Schools and Communities Act)