

DRUG FREE WORKPLACE

The school board recognizes that alcoholism and drug dependency are treatable diseases. Left untreated, they may result in serious personal and family problems. At the same time, the board is also seriously concerned about the effects of alcohol and drug dependency upon an employee's job performance and ability to serve as a role model for our students. Accordingly, the board has adopted the following policy applicable to all school system employees.

- A. The board believes strongly that all employees and students should be able to work and learn in an environment free from alcohol and drug abuse.
- B. Any employee who suspects that he or she may have an alcohol or drug dependency problem is strongly encouraged to seek voluntary diagnosis and treatment. The Chemical Health Coordinator will provide any employee with confidential referral services to an outside agency upon request, and will assist the employee in determining the extent to which insurance coverage will help pay for such services is available. The Chemical Health Coordinator shall keep all voluntary referrals confidential.

“School system location” means in any school building or on any school premises; in any school-owned vehicle or in any other school-approved vehicle used to transports students to and from school or school activities; off school property at any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school unit; or during any period of time such employee is supervising students on behalf of the school system or otherwise engaged in school unit business.

- C. All employees are strictly prohibited from (1) possessing, furnishing, or selling alcoholic beverages or scheduled drugs (as defined in Title 17-A, Section 1101) at any facility or on any school sponsored activity; (2) being under the influence of or using any such substances at any time or location. Any illegal substance found at any such place or event will be turned over to the appropriate law enforcement agency, and could result in criminal prosecution.
- D. Any violation of the preceding paragraph shall constitute sufficient grounds for employee discipline, up to and including dismissal from employment. Any illegal use, possession, furnishing, selling or provision of assistance in obtaining alcoholic beverages or scheduled drugs not covered by the preceding paragraph may, depending upon the circumstances, constitute sufficient grounds for discipline, up to and including dismissal. Referrals under foregoing paragraphs of this policy will not preclude disciplinary action under this paragraph.

- E. As provided, in part, in the Drug-Free Workplace Act of 1988, all employees are required to notify the district of any criminal or civil violation drug statute conviction occurring in the workplace no later than five days after such conviction.
- F. A copy of this policy will be given or mailed to all current employees and any new employees at the time of their employment.

Legal Reference: 21 U.S.C. § 812 (Controlled Substances Act)
21 C.F.R. §§ 1300.11-1300.15
Fed. P.L. 101-226
17-A MRSA § 1101

Cross Reference: JICH – Drug and Alcohol Use by Students