

DRUG AND ALCOHOL POLICY

Illegal Drugs and Alcoholic Beverages Drug-Free Schools and Communities Act

1. Employees who:
 - a. engage in unlawful manufacture, possession, use or distribution of illegal drugs on school premises, during a school sponsored activity at any location or at any other time or place, or
 - b. possess, use or distribute alcoholic beverages on school premises or during a school sponsored activity at any location
 - c. shall be subject to disciplinary action including termination of employment and referral for prosecution for violation of applicable law. Discipline will be taken in accordance with existing collective bargaining agreements.
2. Any employee who is convicted of any violation of the Massachusetts criminal laws regarding illegal drugs shall report such conviction in writing to the Superintendent of Schools in or within five (5) days of the conviction.
3. The School Department recognizes substance use and abuse as a potential health, safety, and security problem. Employees needing help in dealing with such problems are encouraged to use their health insurance plans to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health law enforcement, or other appropriate agency. Confidentiality in this regard will be strictly observed. Conscientious efforts to seek help will not jeopardize any employee's job and will not be noted in any personnel record.

LEGAL REF: DRUG FREE WORKPLACE ACT OF 1988

Adopted: September 8, 1997

Policy Reviewed: June 16, 2014