

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.

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. Accordingly, the district expects all employees to report for work and to perform their duties in a manner which does not jeopardize the health, safety and well-being of co-workers and students.

No employee shall distribute, dispense, possess, use or be under the influence of any alcoholic beverage, malt beverage or fortified wine or other intoxicating liquor, or unlawfully manufacture, distribute, dispense, possess or use or be under the influence of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, anabolic steroid or any other controlled substance (as defined in schedules I through V of section 202 of the Controlled Substance Act (21 U.S.C. Section 812); by regulation at 21 C.F.R. 1300.11 through 1300.15; and in Title 17-A M.R.S.A. Section 1101), before during or after school hours at school or in any other school district location as defined below. 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.

"School district location" means in any school building or on any school premises; on any school-owned vehicle or in any other school-approved vehicle used to transport 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 district; or during any period of time such employee is supervising students on behalf of the school district or otherwise engaged in school district business.

Any employee who suspects that he or she may have an alcohol or drug dependency problem is strongly encouraged to contact his/her supervisor to seek voluntary diagnosis and treatment. The employee will be provided confidential referral services to an outside agency upon request, and assisted in determining the extent to which insurance coverage to help pay for such services is available. All voluntary referrals shall be kept confidential.

Any violation of this policy shall constitute sufficient grounds for employee discipline, up to and including dismissal. 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, depending on the circumstances.

As provided in the Drug Free Workplace Act of 1988, any employee is required to notify the district of a criminal or civil conviction for a drug violation occurring in the workplace no later than five days after such conviction.

A copy of this policy is to be given or mailed to all current employees and to any new employees at the time of their employment and posted in appropriate locations throughout the school unit.

Legal Reference: CONTROLLED SUBSTANCES ACT, Schedules I-V, Sec.
 21 C.F.R. 1300.11 – 1300.15
 Title 17-A M.R.S.A., Section 1101

Cross Reference: JFCI – Drug Abuse by Students

Approved: January 8, 2015