

## **Personnel – Certified/Non-Certified**

### **Alcohol, Drugs and Tobacco**

#### **Drug Free Workplace**

In accordance with the Drug Free Workplace Act of 1988 and the Drug Free School and Communities Act of 1994, it is the policy of the Scotland Board of Education to prevent and prohibit the use, distribution, or possession of drugs and alcohol on school premises or as part of any of its activities off school property. Further, any use of drugs or alcohol, which would impair an employee's performance during school hours, is prohibited.

Violations of this policy including the possession, use, distribution of any drug or alcohol or drug paraphernalia, and/or being under the influence of drugs or alcohol on school property or at any school-sponsored event will be dealt with in accordance with the Administrative Regulations.

Since drug or alcohol use and abuse may be indicative of serious underlying problems, the Board of Education shall make every effort to offer an employee help and assistance that could include early identification of substance abuse problems, referral for treatment and aftercare.

In dealing with infractions school personnel recognize that a sanctuary will not be provided for those who violate local, state, and federal law. The Administrative Regulations will govern the involvement of the Police Department with respect to violations, which occur on school property or at school-sponsored events.

Legal Reference:        Connecticut General Statutes  
                                 Controlled Substances Act, 21 U.S.C. §812; 21 C.F.R. 1308.11-1308.15  
                                 Drug-Free Workplace Act of 1988, 41 U.S.C. §701 et. seq.  
                                 Drug-Free Schools and Community Act, P.L. 99-570, as amended by P.L. 101-226 (199)  
                                 Safe and Drug-Free School and Communities Act of 1994, 20 U.S.C. §7101-71187 (as amended by Title IV – 21<sup>st</sup> Century Schools)  
                                 Drug-Free Workplace Act, 30 ILCS 580/1 et. seq.  
                                 Drug-Free Workplace Requirements for Federal Grant and Recipients 41 U.S.C. 8103