

ALCOHOL, DRUGS AND OTHER SUBSTANCES

The Board of Education prohibits the consumption, sharing, and/or selling, use and/or possession of controlled substances, illegal drugs, counterfeit and designer drugs, alcoholic beverages, or tobacco products in the workplace or when the effects of such substances may impair an employee's job performance in the workplace, school grounds, at school-sponsored activities, or anyplace in which an employee is working within the scope of his employment or duties. "Controlled Substances" shall include all drugs which are banned or controlled under federal or state law, including those for which a physician's prescription is required, as well as any other chemical substance which is deliberately ingested, absorbed, inhaled or ingested intravenously, to produce psychological or physiological effects, other than accepted foods or beverages.

The Superintendent of Schools or designee shall implement related regulations which outline the requirements of the Federal Drug-Free Workplace Act of 1988.

Cross Ref: 9340, Employee Assistance Program
5300, Code of Conduct

Ref: Drug-Free Workplace Act (DFWA), 41 U.S.C. §§702-707
Controlled Substances Act, 21 U.S.C. §812
21 CFR §§1300.11-1300.15
34 CFR Part 85 (U.S. Dept. of Ed. Regulations under the DFWA)
Civil Service Law §75
Education Law §913, 1711 (2) (e), 3020-a
Executive Law 296

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