

Section: Personnel-Certified/Non-Certified

Subject: Alcohol, Drugs and Tobacco

P-4118.231/4218.231

**Board Policy
Milford Public Schools
Milford, CT**

Alcohol and Drugs

It shall be the policy of the Milford Board of Education that a drug-free workplace shall be maintained at all times. This policy expressly forbids the illegal possession, use or distribution of scheduled drugs and the possession, use or distribution of illicit drugs and alcoholic beverages on any of the premises of the Milford Public Schools or at any school activity, whether or not such activity occurs on or off school property. Should any employee of the Board be found to have violated the above sanctions, he or she shall have appropriate action taken against him/her. Such action may include the employee being required to participate in a substance abuse assistance or rehabilitation program, referral to appropriate authorities for criminal prosecution, or other personnel action including, but not limited to, a letter of reprimand, suspension, or termination from employment.

Tobacco

The Milford Board of Education is committed to maintaining and improving the health and well-being of students and employees. Medical research has shown that smoking poses a significant risk to the health of the smoker and non-smoker alike. In the face of such overwhelming evidence about smoking as a health hazard, and in keeping with the Board's commitment to the well-being of its students and employees, the Board adopts the following:

Consistent with state law, smoking is prohibited at all times in all buildings under the jurisdiction of the Board of Education and in all facilities where the Board of Education activities transpire. Smoking is not permitted on school grounds while school is in session. As used herein, the terms "smoke" or "smoking" shall mean the use of any tobacco products, including but not limited to, the lighting or carrying of a cigarette, cigar, pipe or similar device, or the use of smokeless devices, e.g., electronic cigarettes, vaping devices or chewing tobacco.

Legal Reference: Drug-Free Workplace Act 102 Stat. 4305-4308
Drug-Free Schools and Community Act, P.L. 99-570, as amended by P.L. 101.226 (199)
21 U.S.C. 812, Controlled Substances Act, I through V, 202.
21 C.F.R. 1300.11 through 1300.15 regulation
54 Fed. Reg. 4946 (1989)
Connecticut General Statutes
1-21b Smoking prohibited in certain places

Board of Education Approved: April 11, 1995
Policy Revision Approved: August 27, 2018