

Board Policy G-22: Tobacco and Drug Free District



REFERENCES

[Administrative Procedures for Board Policy G-22](#)
[41 U.S.C. §701 et seq., Drug Free Workplace Act of 1988](#)
[Utah Code Ann. §26-38-3, Utah Indoor Clean Air Act](#)
[Utah Code Ann. §34-41-101 et seq., Local Governmental Entity Drug-Free Workplace Policies](#)
[Utah Code Ann. §53-10-211, Notice Required of Arrest of School Employee for Controlled Substance or Sex Offense](#)
[Utah Code Ann. §53G-8-602, Possession or Consumption of Alcoholic Beverages at School or School-Sponsored Activities](#)
[Utah Code Ann. §58-37-8, Controlled Substances, Prohibited Acts](#)
[Utah Code Ann. §58-37a-5, Utah Drug Paraphernalia Act](#)
[Utah Admin. Code R277-515, Utah Educator Standards](#)
[Utah Admin. Code R477-14, Substance Abuse and Drug-Free Workplace](#)

THE POLICY

The Salt Lake City School District Board of Education establishes and maintains tobacco and drug free working and learning environments. It is a violation of this policy for any district employee, volunteer, or patron to illegally possess, use, distribute, consume, dispense, or manufacture alcohol, controlled substances, drug paraphernalia, tobacco products, or e-cigarettes while on district property, in district vehicles, or at any district-sponsored activity. This prohibition includes the use of alcohol or illegal drugs prior to coming to work such that the substance would be detected through a drug/alcohol test during work hours. Employees may be tested for controlled substances and/or alcohol as detailed in the accompanying administrative procedures, and all testing shall be in compliance with federal and state law.

As part of the board's commitment to creating healthy environments for all members of our district community, the board prohibits tobacco use in all district facilities and vehicles, and on all school campuses. Tobacco use by students is strictly prohibited at any school-sponsored event or activity on or off school grounds; this includes the use and/or possession of e-cigarettes, vaporizers, and/or other products that may contain nicotine. The tobacco free policy is designed to be positive and supportive of overall health and well-being. Individuals noticing violations of the board's tobacco free policy by adults should be respectful to such tobacco users when communicating the district's tobacco free status. An administrator in charge of a district facility may designate outdoor smoking areas for employees in compliance with the Utah Indoor Clean Air Act if that facility is not a school or other building in which students are often present.

As a condition of employment, the board requires any employee to report his/her arrest or citation for any alcohol or drug related offense to his/her immediate supervisor or the executive director of human resource services within 48 hours.

Employees who are found to have violated this policy may be subjected to disciplinary action, up to and including termination. Paraphernalia such as e-cigarettes, vaporizers, and/or other products that may contain nicotine, or alcohol or illegal drugs, that is in a student's possession shall be seized by the district. The district reserves the right to give such paraphernalia to law enforcement as it deems necessary and appropriate. Students who use and/or possess alcohol, illegal drugs, e-cigarettes, vaporizers, and/or any other products that may contain nicotine on district property or at district sponsored events shall be subject to disciplinary action in accordance with the board's student conduct and discipline policy.

The purpose of this policy is to provide our students and employees a safe, healthy and productive educational and work environment, as well as to avoid a variety of problems created by the misuse of alcohol and/or controlled substances.

The district will set forth its specific processes for implementing this board policy through the accompanying [administrative procedures](#).

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United State Codes, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations, 440 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.