

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

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

#### **Introduction**

The Amity Regional School District No. 5 (ARSD) Board of Education (Board) is concerned with maintaining a safe and healthy working and learning environment for all staff and students. Medical research indicates that the use of alcohol, drugs, and tobacco are hazardous to one's health. In addition to the health hazard to the individual, certified employees are responsible for teaching and serving as role models to students.

#### **Alcohol and Drugs**

The Board recognizes the importance of maintaining a drug-free environment for its staff and students. In compliance with federal and state requirements, employees are prohibited from the unlawful manufacture, distribution, dispensing, possession of or use in the workplace of any alcohol, narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or any other controlled substance.

Controlled drugs are further defined in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 C.F.R. 1300.11 through 1300.15. The "workplace" is defined to mean the site for the performance of work done. That includes any school building or any school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities off school property during 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 ARSD.

Each employee shall notify his or her supervisor of his or her conviction for any criminal drug statute violation occurring in the workplace as defined above no later than 5 days after such conviction.

Each employee shall abide by the terms of the ARSD policy respecting a drug-free and alcohol-free workplace.

#### **Tobacco**

At any time, there shall be no smoking or other use of tobacco products on school property, at school athletic contests, on transportation provided by the Board, or during the course of any trip sponsored by the Board or under the supervision of the Board or its authorized agents.

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**Promulgation of Rules**

A copy of the policy and the consequences of violating the policy shall be distributed to all employees of the Board. An employee who violates the terms of this policy may be required to complete successfully an appropriate rehabilitation program or may not be renewed or his/her employment may be suspended or terminated.

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 (1991)  
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  
[19a-342](#) Smoking prohibited in certain places