
GENERAL PERSONNEL POLICIES - DRUG PREVENTION

Adoption Date: September 25, 1990; Revised June 11, 1996; Revised May 8, 2001;
Revised November 15, 2016; Revised April 18, 2017

Legal Ref: IC 20-33-9-5; IC 20-33-9-6; IC 20-27-8-3; I.C. 35-48 *et. seq.*

Cross Ref:

Being under the influence or unlawfully producing, possessing, using, delivering, selling, and/or distributing controlled substances, illicit drugs, paraphernalia, and alcoholic beverages is prohibited in any building owned or leased by Westfield Washington Schools (WWS); on WWS property or grounds (including parking lots, athletic facilities, etc.); in vehicles owned, leased, or operated by WWS; and during WWS events, even if held outside of school corporation property (for example, prom or field trips).

WWS employees, while on duty, will not knowingly produce, possess, use, deliver, sell, distribute, or be under the influence of any controlled substance, controlled substance analog, counterfeit substance, alcoholic beverages, stimulants, depressants or intoxicants of any kind whether prescribed or sold over the counter; provided however, that use of a drug authorized by a current medical prescription from a licensed medical practitioner is not a violation of this rule.

Pursuant to I.C. §§ 20-33-9-5 and 20-33-9-6, employees who have personally observed an offense related to a controlled substance or offense concerning minors and alcoholic beverages within 1,000 feet of WWS property, shall immediately report the violation in writing to the Superintendent or his or her designee. The Superintendent or his or her designee shall immediately report the potential violation in writing to a law enforcement officer.

Violations of this Policy by employees will be grounds for disciplinary sanctions which may include immediate suspension, possible termination of employment and/or referral for prosecution. In such cases, an employee will be informed of his or her rights. An employee's participation in a rehabilitation program may reduce his or her discipline.