

SUBJECT: ALCOHOL, TOBACCO, DRUGS AND OTHER SUBSTANCES (SCHOOL PERSONNEL)

Prohibited Conduct

The District, recognizing that students are often influenced by teachers and other members of a school's staff, impresses upon staff the importance of maintaining a high level of professionalism, which, in turn, will set a positive example for students.

Accordingly, when in the workplace or when the effects of these actions may impair job performance, staff are prohibited from consuming, sharing, selling, using and/or possessing:

- a) Illegal drugs;
- b) Cannabis (marijuana) or any other controlled substance in schedules I through V of the Controlled Substances Act;
- c) Counterfeit and designer drugs;
- d) Drug paraphernalia; or
- e) Alcohol

Additionally, the misuse and/or unprescribed use of prescription and over-the-counter drugs is prohibited in the workplace or when the effects of these actions may impair job performance.

Further, all staff are bound by the conduct prohibitions contained in District policy #5640 – *Smoking, Tobacco, and Cannabis (Marijuana) Use*.

Disciplinary Measures

Staff will be informed of the range of penalties or consequences, up to and including termination of employment, that may be imposed for engaging in prohibited conduct. Penalties and consequences will be in accordance with any applicable law, District policy, collective bargaining agreement and/or other similar document.

(Continued)

POLICY

Churchville-Chili Central School District

2021

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Personnel

SUBJECT: ALCOHOL, TOBACCO, DRUGS AND OTHER SUBSTANCES (SCHOOL PERSONNEL) (CONT'D.)

Information on Substance Use Related Services

The Assistant Superintendent for Human Resources has the responsibility to provide information regarding where and how to find available substance use related services to students, parents and staff. The District's substance abuse counselor may also provide information on available programs.

Any information provided by a student, parent, or staff member to the designated individual will not be used in any school disciplinary proceeding and will, in addition to any other applicable privilege, be considered confidential in accordance with law.

20 U.S.C §§ 6083(a), 7118, and 7973(a)

41 USC § 8101

Cannabis Law § 127

Civil Service Law §75, Drug-Free Workplace Act

Education Law §§ 409, 2801, 3020-a, and 3038

Labor Law § 201-d

Penal Law § 222.10

Public Law -§§ 1399-n and 1399-o,

Adopted: 7/10/2001

Revised: 7/14/2015, 2/25/2020, 10/26/2021