

Board of Trustees Douglas County School District

OBJECTIVES

CONTROLLED SUBSTANCE AND ALCOHOL-FREE ENVIRONMENT

It is the policy of the Douglas County School District to maintain a controlled substance and alcohol-free environment in all areas under District control for all employees, volunteers and visitors to any District facility. Controlled substance-free environment means that no person may engage in the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance or designer drug. Alcohol-free environment shall mean that no person shall be under the influence of; or engage in distribution, possession or consumption of alcohol on any school property or at any District sponsored event.

Controlled substance shall include any of the following: any illegal substance, any designer drug, any inhalant, any substance that mimics the effect of a controlled substance, any prescription drug that is being misused not properly used in accordance with the prescription issued by the licensing medical practitioner, any over-the-counter medication or consumer product that is being misused. Prohibited substances include medical and recreational marijuana (cannabis). The definition of misuse for the purposes of this policy shall be:

- used outside of the parameters of the prescribing physician's order;
- used outside of the manufacturer's instructions;
- being ingested in a way not intended or contrary to instructions provided by the manufacturer.

The District is committed to:

1. Maintaining a safe and healthy workplace for employees and instructional environment for students;
2. Assisting employees who recognize they have a problem with controlled substances, designer drugs, or alcohol in receiving appropriate support through referrals to Employee Assistance Program or in receiving treatment;
3. Periodically providing students and employees with information about the dangers of substance abuse in the school or work place;
4. Taking appropriate disciplinary action for failure to comply with this policy.

The District strictly prohibits any of the following behaviors:

1. Illegal use or possession of controlled substances or designer drugs on District property, in a District vehicle or at a District sponsored event.
2. Working while impaired by voluntary ingestion of a controlled substance, designer drug or alcohol.
3. Possession of any controlled substances, designer drugs or alcohol while on District property, attending a District sponsored event, or in District vehicles.
4. Operating a District vehicle or equipment, while on or off duty, while impaired by voluntary use of controlled substances, designer drugs, or alcohol.

5. The sale of, attempted sale of, manufacture, attempted manufacture, purchase, possession or cultivation, distribution and/or dispensing of any controlled substance, or designer drug, by an employee or student at any time or in any amount.

Violation of, or non-compliance with any requirement contained in this policy may result in disciplinary actions as outlined in the related Administrative Regulation.

Employees who are required to hold a commercial driver's license and others in safety sensitive positions are referred to Board Policy 431 and its related Administrative Regulations for additional requirements pertaining to drug and alcohol testing, including random testing.

[See Administrative Regulation No. 108 \(formerly AR431\)](#)

Date Adopted: 2/6/90

Date Revised: 10/13/15

Revised: 08/08/2023