

CAMBRIAN SCHOOL DISTRICT
Board Policy

Policy 4020
Adopted: March 26, 2002
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PERSONNEL

Drug and Tobacco Free Schools

The Cambrian School District Board supports the Drug Free Workplace Act of 1988, and believes that the maintenance of a drug free workplace is essential to school and district operations.

Therefore, the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited at any school site, work site, conference, field trip, or other off-site activity in the District. The term “work site” includes all premises where the activities of the District are conducted. Pursuant to the applicable State law, Board Policy and/or applicable collective bargaining agreement provisions, substance abuse violations occurring in the workplace shall be cause for dismissal.

Ample research has demonstrated the health hazards associated with the use of tobacco products, including smoking and the breathing of second-hand smoke.

As role models, district employees should demonstrate conduct that is consistent with school programs to discourage students from using tobacco products.

Therefore, the Governing Board of Trustees believes it is in the best interests of students, employees and the general public to prohibit the use of tobacco products anywhere and anytime on district property and in district vehicles.

The district shall provide a list of clinics and community resources that may assist employees who wish to stop using tobacco products.