

<h1>POLICY</h1>	2021	6120
	<b>Personnel</b>	

**Subject: Drug Free Workplace**

Williamson Central School is a drug-free school zone. Therefore, the consumption, sharing and/or selling, use and/or possession of illegal drugs, synthetic substitutes, counterfeit and designer drugs, alcoholic beverages or tobacco (including e-cigarettes) use in the workplace or at any school sponsored event, is not tolerated nor permitted on school grounds, as defined by federal law, or on any school bus or at any school sponsored or sanctioned activity irrespective of location.

Employees under the influence of alcohol, drugs, or controlled substances while on duty are a serious risk to themselves, to students and to other employees. Employees who display manifestations of drug or alcohol use while on duty may be subject to drug testing. Any employee who violates this policy will be subject to disciplinary action up to and including termination as provided for by statute and/or collective bargaining agreement, as well as referral for prosecution. Employees may also be required to provide proof of satisfactory completed rehabilitation programs.

As a condition of employment, all employees must abide by the terms of this policy. Employees who are convicted of a drug offense which occurred on school property or while on duty must notify the Superintendent of their conviction, within five (5) days of the conviction. Within ten (10) days, the Superintendent will provide notice of such violation to the Impact Aid Program of the United States Department of Education, or to other appropriate government agencies.

The District administration will conduct a drug-free awareness program to inform employees of (1) the dangers of drug and alcohol abuse in the workplace; (2) this policy of maintaining a drug-free workplace; (3) available counseling and rehabilitation; and (4) the penalties which may be imposed upon employees for drug abuse violations occurring in the workplace.

This policy should be distributed in writing to all present and future employees.

The District will conduct a biennial review of this policy to determine its effectiveness, implement any necessary changes, and to see that the disciplinary sanctions are consistently enforced.

41 U.S.C. §§ 8104-8106 (Drug-Free School Act); Education Law Sections 913, 1711(5)(3), and 3020-a; Civil Service Law Section 75  
 Penal Law Sections 220.00(14), 220.44

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**Subject: Drug Free Workplace (Continued)**

Approved: Board of Education  
April 27, 2011

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Approved: Board of Education  
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April 24, 2013

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