

DRUG-FREE WORKPLACE

The unlawful possession, use, and/or distribution of drugs or alcoholic beverages on the school premises or as part of any of its activities is prohibited. Being under the influence of drugs or alcoholic beverages on the school premises or as part of any of its activities is also prohibited.

“On school premises” includes any building owned or leased by the Bluffton-Harrison Metropolitan School District (the “Corporation”), on Corporation property or grounds (including parking lots, athletic facilities, etc.); in vehicles owned, leased, or operated by the Corporation; and during Corporation events and activities, even if held outside Corporation property (such as field trips). Compliance with this policy is a condition of employment.

Employees of the Corporation, while on duty, will not knowingly possess, use, transmit, sell, or be under the influence of any controlled substance as defined by the U.S. Drug Enforcement Administration, including but not limited to narcotic drugs, hallucinogenic drugs, amphetamine, barbiturate, marijuana, alcoholic beverages, stimulants (i.e., cocaine, meth, crack, or prescription stimulants not prescribed by a physician such as Ritalin, Adderall, or Concerta), depressants or intoxicants of any kind whether prescribed or sold over the counter (use of a drug authorized by a medical prescription from a physician is not a violation of this rule). Employees are also prohibited from possessing, using, transmitting, or selling any lookalike substances to those listed above. The Board of School Trustees recognizes alcoholism and drug abuse as treatable illnesses. The Corporation also realizes that early intervention and support improves the success of rehabilitation. An employee having an illness or other problem relating to the use/abuse of alcohol or other drugs will receive the same careful consideration and offer of assistance that is presently extended to employees having any other illness.

One of the goals of this policy is to encourage individuals to voluntarily seek help with alcohol or drug problems. No employee will have his/her job security or promotion opportunities jeopardized solely on the basis of his/her request for counseling or referral assistance. If, however, an individual violates the policy, the consequences are serious, including withdrawal of an employment offer, and disciplinary action up to and including termination. If an employee is retained following a violation of this policy, such employee will be required to satisfactorily participate in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency. Nothing in this policy prohibits an employee from being disciplined or terminated for other violations or performance problems. The responsibility to correct unsatisfactory job performance or behavior resulting from a substance abuse problem rests with the employee. Failure to do so, for whatever reason, will result in appropriate corrective or disciplinary action.

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 and afforded due process.

See also *Policy A250 – No Tobacco*.

21 U.S.C. § 811 *et. seq.*

41 U.S.C. 701 et seq., Drug-Free Workplace Act of 1988

41 U.S.C. §8103

20 U.S.C. 7101 et seq., The Safe and Drug-Free Schools and Communities Act

34 C.F.R. Part 84

34 C.F.R. Part 86

Bluffton-Harrison Metropolitan School District

Adopted: September 16, 2024