

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. For purposes of this policy, no person may unlawfully manufacture, distribute, dispense, possess, use, or be impaired by controlled substances, designer drugs, or alcohol on District property, in District vehicles, or at District-sponsored activities, subject to any exceptions required by law.

Controlled substance shall include: Illegal drugs, designer drugs, inhalants, controlled substances as defined by applicable law, and prescription or over-the-counter medications that are misused. Prohibited substances include cannabis in any form (including marijuana) to the extent that use, possession, or impairment would violate federal law, District rules, safety standards, or the requirements of a safety-sensitive position. Nothing in this policy is intended to permit on-duty impairment or possession in violation of District rules, safety standards, or federal law.

The purposes of this policy, misuse of medication means medication that is:

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

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 workplace; and
4. Taking appropriate disciplinary action for failure to comply with this policy consistent with applicable law, district regulation, and any governing collective bargaining agreement.

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.

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OBJECTIVES

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
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