

# **NORTH BRANFORD BOARD OF EDUCATION**

**SERIES 2000: PERSONNEL**

**P2000**

## **SUBSTANCE FREE WORK PLACE**

The North Branford Board of Education strictly prohibits the use, possession, distribution and intended distribution of any alcoholic beverages, illicit drugs, or substances containing tobacco, or any facsimile thereof, on or near school grounds, or at a school sponsored activity. In accordance with the federal regulations implementing the Drug Free Work Place Act of 1988, 34 C.F.R. Part 85, Subpart F, and because the North Branford Board of Education receives federal funds, and pursuant to the goal of the North Branford Board of Education to maintain a substance-free work place, the following policy is established:

1. The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance\* is prohibited in the work place. Each employee will be given a copy of this policy statement. Each employee who violates this policy will be subject to disciplinary action consistent with applicable state and federal laws and referral for criminal prosecution. Disciplinary action may include, but is not limited to, a letter of reprimand, suspension, or termination from employment.
2. The North Branford Board of Education will establish a drug-free awareness program.
3. It will be a condition of employment for all employees employed by the North Branford School System to abide by the terms of the statement referred to in paragraph one (1). In addition, each employee is required to notify the North Branford Board of Education of any criminal drug statute arrest or conviction for a violation occurring in the work place or outside the work place no later than five (5) days after such arrest or conviction.
4. If the violation occurs in the work place, the North Branford Board of Education will notify the federal granting agency within ten (10) days after receiving such notice from an employee or otherwise receiving actual notice of any such criminal drug statute conviction from an employee or otherwise receiving actual notice of such conviction.
5. Within thirty (30) days of receiving notice of arrest or conviction under paragraph 3, the North Branford Board of Education will take action, either by taking disciplinary action against such employee up to and including termination, or by requiring said employee to participate satisfactorily 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.

6. The Superintendent shall provide a list of community resources regarding substance abuse to persons in need of assistance upon request.
7. Notices consistent with this policy shall be posted in conspicuous locations in each school.

\*For the purposes of this Policy, the term “controlled substance” means a controlled substance as defined in Schedules I through V, inclusive of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by Federal Regulation at 21 C.F.R. 1300.11 through 1300.15.

Legal Reference:

Drug Free Workplace Act 1989  
102 Stat. 4305-4308  
54 Fed. Reg. 4946  
Section 5145 of the Drug Free Schools & Communities Act  
Amendments of 1989 PL-101-226

**Policy Adopted: 12/18/03**