

FOUNDATIONS AND BASIC COMMITMENTS

CODE: ADB/ADC
POLICY

DRUG FREE SCHOOLS

The school district is committed to providing a drug and alcohol free learning environment and work place. Drug abuse and alcohol abuse at school or in connection with school sponsored activities on or off school grounds threaten the health and safety of our students and our employees and adversely affect the education mission of the school corporation. The use of illicit drugs and the unlawful possession and use of alcohol are wrong and harmful.

For these reasons, the unlawful manufacture, distribution, dispensation, possession or use of illicit drugs, alcohol or other controlled substances in the work place, on school premises or as part of any school sponsored activities is strictly prohibited. These standards of conduct are equally applicable to students and employees. Any employee who is convicted of a drug statute violation arising out of conduct occurring in the work place must notify the central administration of such conviction not later than five (5) days after the conviction. Compliance with these standards of conduct is mandatory.

Disciplinary sanctions (consistent with local, state, and federal law), up to and including termination and referral for prosecution, will be imposed on employees who violate the standards of conduct set forth in this notice. Such sanctions include, but are not limited to, reprimand, short or long-term suspension with or without pay, termination of employment, and referral for prosecution. Satisfactory completion of an appropriate rehabilitation program may be made a condition for withholding or terminating other sanctions.

TOBACCO FREE SCHOOLS

The school board recognizes that smoking represents a health and safety hazard, which can have serious consequences for the smoker and non-smoker and the safety of the district. Because of the board's grave concern for the safety of the district and in order to protect the students, staff, employees, visitors and guests of the district from an environment that may be harmful to them, and because of its possible harm to personal well-being, the board hereby prohibits the smoking and/or use of tobacco products (including e-cigarettes) by all staff, visitors or guests while on the school premises.

For the purposes of this policy, the school premises shall be defined to include:

1. All school buildings and structures including, but not limited to, school/administration buildings, gymnasiums, auditoriums, bus maintenance garage, warehouse, and any other district structure.

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2. All district vehicles and buses.
3. The football/track stadium and associated facilities.
4. All grounds and parking lots.

REVISED POLICY
ADOPTION DATE: SEPTEMBER 26, 1990
REVIEW DATE: APRIL 11, 2017