

DRUG-FREE WORKPLACE

The Board of Education of the Hancock Central School District is committed to the prevention of alcohol, tobacco, and other substance use/abuse and to the promotion of healthy life styles for its students and staff.

The Board recognizes alcohol and other substance use/abuse is preventable and treatable and that such use/abuse inhibits the district from carrying out its central mission of educating students, the district shall assume a leadership role in alcohol and other substance use/abuse prevention. This goal will be accomplished only through a coordinated, collaborative efforts with parents, students, staff and the community as a whole and the district will make every effort to foster those linkages.

The Board prohibits the manufacture, distribution, possession, sale and/or illegal use of any controlled substances in the workplace. The possession or use of drug paraphernalia is prohibited. "Workplace" shall mean any site on school grounds, at school-sponsored activities, or any place in which an employee is working within the scope of his/her employment or duties. "Controlled substances" shall include drugs which are illegal because they have no legitimate medical purpose, and drugs which have legitimate medical uses but are highly addictive.

The Superintendent of Schools or his/her designee shall implement related regulations which outline the requirements of the federal Drug-Free Workplace Act of 1988. He/She shall collaborate with district staff, parents, students, community members, organizations and agencies, including alcohol and other substance abuse service providers, in developing the curriculum necessary to implement this policy.

Since staff members are to be responsible for understanding, implementing and modeling this policy, they must be aware of the problems of alcohol and other drug use/abuse. The district is committed to providing training to all appropriate staff responsible for delivering a sequential K-12 prevention curriculum that provides for accurate and age-appropriate information about alcohol, tobacco and other substances, including the physical, psychological and social consequences of their use/abuse and for assisting at risk students.

The Board recognizes that is has no right to intervene unless the employee's personal problems adversely affect their job performance. When unsatisfactory performance does occur, the district's supervisory personnel will encourage employees to move toward a resolution of their problems on their own seeking such assistance as is possible.

The Superintendent is responsible for providing the board with an annual review of this policy, the programs and strategies implementing it, and his/her recommendations for revisions of this policy.

Cross-ref: 3230, Organization Chart
9211, Professional Staff Qualifications
9311, Support Staff Qualifications

Adopted: 11/14/94