

3218 SUBSTANCE ABUSE

The health hazards connected with the use of tobacco products, alcohol, and illicit drugs can have an adverse impact on the district's ability to provide a safe and healthy environment in which to learn and work.

Tobacco

In accordance with state law, smoking is prohibited in school buildings, on school grounds, and on school buses by any person at any time. Smoking by on-duty staff is also prohibited during any school sponsored, on-premise or off-premise activity or event, such as field trips and athletic contests. For the purposes of this policy, smoking means all uses of tobacco, including cigar, cigarette, pipe, chewing tobacco, and snuff.

Alcohol

Employees are prohibited from using alcoholic beverage, being under the influence of alcoholic beverages, or possessing any opened container of alcoholic beverages on school worksites. For purposes of this policy, "worksite" means any school building, or any school premises and any school owned vehicles or any school approved vehicle used to transport students to and from school or school activities. Worksite also includes off-school property during any school sponsored or school approved activity, event, or function such as a field trip or athletic event, where students are under the jurisdiction of the school district. Employees found to have violated this prohibition may be required to participate in an alcohol rehabilitation program, and may be subject to disciplinary action including non-renewal of contract, suspension, or termination of employment in accordance with law.

Drugs

Employees are prohibited from using drugs, being under the influence of drugs, or possessing drugs on school worksites, unless such drugs are lawfully prescribed as medication for the employee using or possessing same, or unless otherwise lawfully in the employee's possession. "Drugs" means any narcotic drug, hallucinogenic drug, controlled stimulant, controlled depressant, anabolic steroid, marijuana, or any other dangerous substance or controlled analog as defined in 2C:35 of the New Jersey Code of Criminal Justice. For purposes of this policy, "worksite" means any school building, or any school premises and any school owned vehicles or any school approved vehicle used to transport students to and from school or school activities.

Worksite also includes off-school property during any school sponsored or school approved activity, event, or function such as a field trip or athletic event, where students are under the jurisdiction of the school district. Employees found to have violated this prohibition may be required to participate in a drug rehabilitation program, and may be subject to disciplinary action including non-renewal of contract, suspension, or termination of employment in accordance with law. Criminal conviction of an employee for violation of a criminal drug statute occurring outside of the worksite, may also result in disciplinary action including non-renewal of contract, suspension, or termination of employment in accordance with law.

Reporting Substance Abuse

Under state law, employees are obliged to report to competent school authority any evidence of substance abuse by students. As a matter of fundamental safety in the educational environment, employees are obliged to report immediately to competent school authority any on-going instance of a violation of this policy relating to alcohol or drugs. The knowing failure to report as required may be cause for discipline.

Employee Awareness Program

The chief school administrator shall establish a drug-free awareness program which includes notice of the dangers of drug abuse in the workplace and available drug counseling programs, and shall distribute this policy to all employees annually. New employees shall be provided with a copy of this policy prior to beginning work assignments.

N.J.S.A. 2C:33-15 et seq.

N.J.S.A. 24:21-2 et seq.

42 C.F.R. II

34 CFR 85.600 et seq.

20 U.S.C. 1145g, 3224a

41 U.S.C.A. 701 et seq.