

POLICY

BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

Related Entries: 800.03

Responsible Office: SAFE AND ORDERLY SCHOOLS/OFFICE OF INVESTIGATIONS

DRUG-, ALCOHOL-, AND TOBACCO-FREE WORK ENVIRONMENTS

A. PURPOSE

To establish a drug-, alcohol-, and tobacco-free policy regarding the unlawful use, manufacture, distribution, or dispensing of a controlled substance, use of over-the-counter (OTC) prescription medications, or synthetic or mind altering substances and drugs which may impair job performance, as well as the use of tobacco products by Board and school system employees on Board properties or while engaged in the discharge of official school system activities at locations off Board properties.

B. ISSUE

All work sites within the jurisdiction of the Board are designated as drug- alcohol- and tobacco-free sites. In accordance with applicable federal and state laws and regulations the Board hereby expressly prohibits the use, manufacture, or sale of these items.

C. POSITION

The Board is committed to maintaining exemplary standards for all students and Board and school system employees where their safety and welfare are concerned. Violation of this policy through the use of alcohol, drugs, or tobacco on school system work sites may subject an employee to random drug tests and administrative and disciplinary sanctions, up to and including immediate termination of employment.

D. IMPLEMENTATION

The Board of Education authorizes the Superintendent to develop regulations to implement this policy.

Policy history: Adopted 1/7/09. Revised 04/18/12

Note previous policy history: Adopted 10/8/80; revised 11/7/90. Policy 800.30 is hereby rescinded, having been incorporated herein.