POLICY

BOARD OF EDUCATION
OF ANNE ARUNDEL COUNTY

Related Entries: GAC-RA
Responsible Office: OFFICE OF SUDENT AND SYSEMIC SUPPORTS, DIVISION OF SAFE AND ORDERLY SCHOOLS, OFFICE OF HUMAN RESOURCES, DIVISION OF INVESTIGATIONS AND COMPLIANCE

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 of Education of Anne Arundel County (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 authorizes the Superintendent to develop regulations to implement this policy.

Policy History: Adopted 01/07/09; Revised 04/18/12; Technical Edit 11/02/26

Note Previous Policy History: Replaces Policy 800.30 adopted 10/08/80, and revised 11/07/90

Legal References: Section 26-103 of the Education Article, Code of Maryland Regulations 13A.08.01.08