

# POLICY

Administration 6150  
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Adopted 7.11.2011  
Revised 10.28.2019

## **SUBJECT: ALCOHOL, TOBACCO, DRUGS AND OTHER SUBSTANCES (STAFF)**

### **Prohibited Conduct**

The Board, recognizing that students are often influenced by teachers and other members of a school's staff, impresses upon staff the importance of maintaining a high level of professionalism appropriate to their position, which, in turn, will set a positive example for students.

The Board, therefore, prohibits staff from consuming, sharing, selling, using, and/or possessing illegal drugs, counterfeit and designer drugs, drug paraphernalia, or alcohol in the workplace or when the effects of these actions may impair job performance. Additionally, the Board prohibits the misuse and/or unprescribed use of prescription and over-the-counter drugs in the workplace or when the effects of these actions may impair job performance.

In accordance with law, regulation, and District policy, smoking and vaping are prohibited on school grounds; within 100 feet of the entrances, exits, or outdoor areas of any of the District's schools; and/or at any school-sponsored event or activity that occurs off school grounds.

### **Disciplinary Measures**

Staff will be informed of the range of penalties or consequences, up to and including, termination of employment that may be imposed, for engaging in prohibited conduct in accordance with any applicable law, District policy, collective bargaining agreement, and/or other similar document.

### **Information on Substance Use Related Services**

The Superintendent has designated one or more individuals to provide information regarding where and how to find available substance use related services to students, parents, and staff.

The designated individual(s) for the District are all school nurses.

Any information provided by a student, parent, or staff member to the designated individual(s) will not be used in any school disciplinary proceeding and will, in addition to any other applicable privilege, be considered confidential in accordance with law.

20 USC §§ 6083(a), 7118, and 7973(a)  
41 USC § 8101, et seq.  
Civil Service Law § 75  
Education Law §§ 409, 2801, 3020-a, and 3038  
Public Health Law § 1399-o

(Continued)

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## **SUBJECT: ALCOHOL, TOBACCO, DRUGS AND OTHER SUBSTANCES (STAFF) (Cont'd.)**

NOTE: Refer also to Policies #5640 –Smoking/Tobacco Use  
#7310 –Code of Conduct  
#7320 --Alcohol, Tobacco, Drugs and Other Substances (Students)

Adopted Date: 7/11/11  
Revision Date: 3/31/14  
Revision Date: 10/28/2019