

DRUG-FREE AND TOBACCO-FREE SCHOOLS

The school district is committed to providing a drug and alcohol-free learning environment and work place. Drug abuse and alcohol abuse at school or in connection with school-sponsored activities on or off school grounds threaten the health and safety of our students and our employees and adversely affect the educational mission of the school corporation. The use of illicit drugs and the unlawful possession and use of alcohol are wrong and harmful.

For these reasons, the unlawful manufacture, distribution, dispensation, possession or use of illicit drugs, alcohol or other controlled substances in the work place, on school premises or as part of any school-sponsored activities is strictly prohibited. These standards of conduct are equally applicable to students and employees. Any employee who is convicted of a drug statute violation arising out of conduct occurring in the work place must notify the central administration of such conviction not later than five (5) days after the conviction. Compliance with these standards of conduct is mandatory.

Disciplinary sanctions (consistent with local, state and federal law), up to and including expulsion and referral for prosecution, will be imposed on employees who violate the standards of conduct set forth in this notice. Such sanctions include, but are not limited to, reprimand, short or long-term suspension with or without pay, termination of employment, and referral for prosecution. Satisfactory completion of an appropriate rehabilitation program may be made a condition for withholding or terminating other sanctions.

It is recognized that the use of tobacco represents a health and safety hazard which can have serious consequences for the user and the non-user and the health and safety of the people in the district. In concern for health and safety and in order to protect students, employees, visitor and guests of the district from an environment that may be harmful to them, and because of its possible harm to personal well-being, the smoking or use of other tobacco products by any person in any indoor facility maintained by the school district, on school grounds, or in all vehicles owned, leased or operated by the district is prohibited. Signs will be posted throughout the district's facilities that the use of tobacco and tobacco products on school premises is prohibited.

District employees and students enrolled in district schools will not be permitted to use tobacco or tobacco products while participating in any school-sponsored activity.

Adoption Date: December 13, 2004