

DRUGS AND ALCOHOLIC BEVERAGES

Drugs

The unlawful manufacture, distribution, transfer, sale, dispensation, possession, or use of a controlled substance and/or illicit drug while on property owned by or under the control of Athens City Schools (including but not limited to in the school system's workplace) is prohibited. Likewise, being intoxicated or impaired by any such controlled substance while on property owned by or under the control of Athens City Schools (including but not limited to in the school system's workplace) is prohibited.

An employee's unlawful manufacture, distribution, transfer, sale, dispensation, possession, or use of a controlled substance and/or illicit drug, is also prohibited at any time while the employee is acting as an employee of Athens City Schools, or attending a trip, function, or other activity relating to Athens City Schools, regardless of whether or not the employee is on property owned by or under the control of Athens City Schools. Likewise, being intoxicated or impaired by any such controlled substance while acting as an employee of Athens City Schools, or attending a trip, function, or other activity relating to Athens City Schools, regardless of whether or not the employee is on property owned by or under the control of Athens City Schools, is prohibited.

Illicit drug use includes more than just using illicit drugs such as cocaine, heroin, or methamphetamine. It also includes the misuse of otherwise legal prescription and over-the-counter drugs, such as using these drugs without a prescription or medical reason, using them in excess of the prescribed or recommended amount, or using them when they are no longer necessary for the prescribed or recommended purpose.

The term "controlled substance" means any drug listed in 21 U.S.C. Section 812 and other federal regulations. Such drugs included, but are not limited to, marijuana, heroin, cocaine, methamphetamine, LSD, and PCO.

Alcohol

The possession, use, transfer, sale, or distribution of alcoholic beverages while on property owned by or under the control of Athens City Schools (including but not limited to in the school system's workplace) is prohibited. Likewise, being intoxicated or impaired by any alcoholic beverage while on property owned by or under the control of Athens City Schools (including but not limited to in the school system's workplace) is prohibited.

An employee's possession, use, transfer, sale, or distribution of alcoholic beverages is also prohibited at any time while the employee is acting in connection with (or engaging in actions that affect) the supervision of students, regardless of whether or not the employee is on property owned by or under the control of Athens City Schools. Likewise, being intoxicated or impaired by

alcoholic beverages, while the employee is acting in connection with (or engaging in actions that affect) the supervision of students, regardless of whether or not the employee is on property owned by or under the control of Athens City Schools, is prohibited.

Testing

The Superintendent (or his /her designee) reserves the right to require that sobriety or drug tests or screenings be performed whenever a school official observes or is made aware of circumstances that provide reasonable suspicion or belief that the employee has used alcoholic beverages or controlled substances in violation of this policy. All such testing or screening will be performed in accordance with local, state, and federal laws.

Professional Help

In cases where employees seek help regarding alcohol and other drug-related problems, the costs for these services are the responsibility of the employee. Seeking professional help should not be construed as an avenue for avoiding the disciplinary sanctions described nor for avoiding compliance with job performance standards.

Violations of Policy

Any employee violating this policy will be subject to disciplinary actions up to and including termination of employment and referral to the appropriate authorities for investigation and prosecution. In connection with such discipline, the school system may require an employee to engage in and/or complete alcohol or substance abuse or rehabilitation programs at no expense to the school system.

SOURCE: Athens City Board of Education, Athens, AL

ADOPTED: Jun 14, 1995; REVISED: December 14, 1995, June 5, 2008, October 27, 2022

LEGAL REF.: Drug Free Workplace ACT of 1988, 34 CRF Part 85, Subpart F.