

POLICY

2010

5160

Personnel

SUBJECT: ALCOHOL, DRUGS AND OTHER SUBSTANCES (SCHOOL PERSONNEL)

The Southern Westchester Board of Cooperative Educational Services strongly believes that all staff members are perceived, consciously or unconsciously, as role models in the schools and in the community. Since substance abuse has become a national problem, particularly among children and teenagers, the SWBOCES Board believes that all SWBOCES employees must exemplify the positive benefits of a drug-free lifestyle.

Provisions shall be made for instructing employees and students in alcohol, drug and tobacco abuse and prevention. All laws pertaining to drug and alcohol use and possession shall be honored by students, adults, and adult students while on SWBOCES premises or at SWBOCES-sponsored activities, regardless of the location of the activity.

The Board prohibits the manufacture, distribution, consumption, sharing and/or selling, use and/or possession of illegal drugs, counterfeit and designer drugs, or drug paraphernalia, or alcoholic beverages in the workplace, or when the effects of such drugs may impair an employee's job performance. The inappropriate use of prescription and over-the-counter drugs shall also be prohibited.

Information about any drug and alcohol counseling and/or rehabilitation programs shall be made available to employees through the SWBOCES Employee Assistance Program (EAP). Information shall also include the range of penalties, (consistent with local, state and federal law), up to and including termination of employment and referral for prosecution that will be imposed on employees who have transgressed the terms of this policy.

Additionally, confidentiality shall be insured as required by state and federal law.

The District Superintendent/designee shall periodically review the drug and alcohol abuse prevention program to determine its effectiveness and support appropriate modifications, as needed.

Safe and Drug-Free Schools and Communities Act, as reauthorized by the No Child Left Behind Act of 2001

20 United States Code (USC) Section 7101 et seq.

Civil Service Law Section 75

Education Law Sections 913 and 3020-a

NOTE: Refer also to Policies #2410 -- Code of Conduct on Southern Westchester BOCES Property
#5350 -- Employee Assistance Program (EAP)
#6220 -- Alcohol, Tobacco, Drugs and Other Substances (Students)
Southern Westchester BOCES Code of Conduct on Southern Westchester BOCES Property

Adopted: 6/23/10