

**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**

Any staff member who violates this policy will be subject to consequences, from a letter of critical evaluation, up to and including, termination of employment in accordance with law and any applicable collective bargaining agreement.

**Information on Substance Use Related Services**

The Superintendent has designated the Assistant Superintendent for Business to provide information regarding where and how to find available substance use related services to students, parents, and staff.

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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Personnel

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(Cont'd.)**

NOTE: Refer also to Policies #3410 -- Code of Conduct  
#5640 -- Smoking/Tobacco Use  
#7320 -- Alcohol, Tobacco, Drugs, and Other Substances (Students)  
District *Code of Conduct*

Adoption Date: October 21, 2019