



DRUG-FREE WORKPLACE

The Regional School Unit-24 (RSU) Board (RSUB) recognizes that alcoholism and drug dependency are treatable diseases. Left untreated, they may result in serious personal and family problems.

At the same time, the RSUB is also seriously concerned about the effects of alcohol and drug dependency upon an employee's job performance and ability to serve as a role model for RSU students.

The RSUB believes strongly that all RSU employees and students should be able to work and learn in an environment free from alcohol and drug abuse. Accordingly, the RSUB expects all RSU employees to report for work and to perform their duties in a manner which does not jeopardize the health, safety and well-being of co-workers and students.

No RSU employee shall distribute, dispense, possess, use or be under the influence of any alcoholic beverage, malt beverage or fortified wine or other intoxicating liquor. Nor shall an RSU employee unlawfully manufacture, distribute, dispense, possess, use or be under the influence of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, anabolic steroid or any other controlled substance (as defined in schedules I through V of section 202 of the federal Controlled Substance Act [21 USC § 812]; by regulation at 21 CFR, § 1300.11 through 1300.15; and in 17-A MRSA, § 1101). This applies before, during and after school hours, at school or in any other RSU location, defined as follows:

“RSU location” means in any RSU school building or on any RSU premises; in any RSU-owned vehicle or in any other RSU-approved vehicle used to transport students to and from school or school activities; off school property at any RSU-sponsored or RSU-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the RSU; or during any period of time such employee is supervising students on behalf of the RSU or otherwise engaged in RSU business.

Any RSU employee who suspects that he/she may have an alcohol or drug dependency problem is strongly encouraged to contact his/her supervisor to seek voluntary diagnosis and treatment. The employee will be provided confidential referral services to an outside agency upon request and assisted in determining the extent to which insurance coverage to help pay for such services is available. All voluntary referrals shall be kept confidential.

Any illegal use, possession, furnishing, selling or provision of assistance in obtaining alcoholic beverages or scheduled drugs not covered by the preceding paragraph may, depending upon the circumstances, constitute sufficient grounds for discipline, up to and including dismissal. Referrals under foregoing paragraphs of this policy will not preclude disciplinary action under this paragraph, depending on the circumstances.

As provided in the Drug-Free Workplace Act of 1988, any employee is required to notify the RSU of a criminal or civil conviction for a drug violation occurring in the workplace no later than five calendar

days after such conviction. In turn, the Superintendent, within 10 calendar days of learning of such a conviction, is to give written notification to the U.S. Department of Education and to any other federal agency from which the RSU receives grant funds.

Any violation of this policy shall constitute sufficient grounds for employee discipline, up to and including dismissal.

Implementation

The Superintendent shall be responsible for developing and administering appropriate procedures to implement this policy.

Communication

A copy of this policy is to be given or mailed to all current employees and to new employees at the time of their employment and is to be posted in appropriate locations throughout the RSU.

Legal Reference: 21 U.S.C. § 812 (Controlled Substances Act)
 21 C.F.R. §§ 1300.11-1300.15
 Fed. P.L. 101-226
 17-A MRSA § 1101

Cross Reference: JICH - Drug and Alcohol Use by Students

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