

NORTH KINGSTOWN SCHOOL COMMITTEE
POLICY MANUAL

POLICY ON DRUG-FREE WORPLACE AND DRUG-FREE SCHOOLS

PURPOSE:

The purpose of this policy is to establish expectations, procedures, and consequences essential to the establishment and maintenance of drug-free and alcohol-free environment for the students and employees of the School Department.

PHILOSOPHY:

The North Kingstown School Committee believes that the educational and work environment should, in keeping with State and Federal Law, be drug free. To this end this policy is established.

POLICY STATEMENT:

In accordance with the provisions of the Drug-Free Workplace Act of 1988 (41 USC 701) and Part 86, Sec. 86.210 of the Drug-Free Schools and Community Act, it is the policy of the North Kingstown School Department to maintain a drug-free workplace in all work locations. All employees are prohibited from possessing, using, or distributing illicit drugs or alcohol on school premises or at any school-sponsored activity.

Illicit drugs are defined as controlled substances listed in 21 USC Sec. 812 and include narcotics, cannabis, stimulants, depressants, and hallucinogens. Alcohol is defined as alcoholic beverages containing beer, wine, or distilled spirits.

DISCIPLINARY ACTION:

Any employee violating any section of our Drug-Free Workplace and Schools Policy will be subject to disciplinary action in accordance with the generally accepted principles of progressive discipline. Penalties arising out of disciplinary actions for violations of this policy may include verbal or written warnings, suspensions, and termination from employment and referral for prosecution.

PREVENTATIVE MEASURES:

The Superintendent is responsible for providing staff with updated information concerning the appropriate standards and policies arising out of the Drug-Free Workplace and Drug-Free Schools Acts. The Director of Human Resources shall be responsible to establish and maintain vendor relationships with service agencies for the provision of assistance to employees found in violation of the policy.

To these ends the Superintendent shall:

1. Provide programs designed to inform all staff regarding the dangers of drug and alcohol abuse;
2. Provide a statement to all staff regarding the penalties which can be imposed for substance abuse in the workplace;
3. Maintain relationships with outside assistance agencies which can serve as help centers to staff unable to refrain from either alcohol or substance abuse.

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