

DRUG-FREE WORKPLACE

The Somers Central School District is committed to protecting the health, safety and well-being of all employees, volunteers, students and visitors to our schools. The Board of Education recognizes that alcohol and drug abuse pose a significant threat *to* these goals.

The Board has established a drug-free workplace program that balances respect for individuals with the need to maintain an alcohol-free and drug-free school and work environment.

The Board of Education prohibits the illegal, improper or unauthorized manufacture, distribution, dispensing, sale, possession or use of any controlled substances or drug paraphernalia in the workplace. "Workplace" shall mean any site on school grounds, at school-sponsored activities, or any place in which an employee is working within the scope of his/her employment or duties. "Controlled substances" shall include all drugs which are banned or controlled under federal or state law, including those for which a physician's prescription is required which may impact the judgment, coordination or job performance of the employee, as well as any other chemical substance which is deliberately ingested to produce psychological or physiological effects, other than accepted foods or beverages.

The Superintendent of Schools or his/her designee shall develop regulations to implement the requirements of the federal Drug-Free Workplace Act of 1988 and will develop a drug-free awareness program in accordance with that Act.

Ref: Drug-Free Workplace Act (DFWA), 41 U.S.C. §§702-707
Controlled Substances Act, 21 U.S.C. §812
21 CFR §§1300.11-1300.15
34 CFR Part 85 (U.S. Dept. of Ed. Regulations under the DFWA)
Civil Service Law §75
Education Law §3020-a
Patchogue-Medford Congress of Teachers v. Board of Education, 70 NY2d 57 (1987)

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