

ADMINISTRATIVE REGULATIONS CONCERNING ALCOHOL AND OTHER SUBSTANCES FOR ADULTS

INTERVENTION

The goal of all District intervention programs is to provide services to staff that will assist them to avoid involvement with alcohol and other substances and assist those already involved with such substances to eliminate their use.

The components of the intervention programming shall include:

1. The District Pupil Services Department will provide a current resource list of district and community alcohol and substance abuse services to assist staff in need of intervention and treatment services. The Employee Assistance Program shall serve as a resource to staff.
2. Any employee who wants assistance regarding substance abuse problems will receive a referral to the Employee Assistance Program. The laws of confidentiality will be maintained.

DISCIPLINARY MEASURES

Any staff member in violation of this Comprehensive Policy shall be subject to disciplinary action. Each case will be considered on an individual basis with the goal of identifying the problem at the earliest possible point, so that an appropriate referral for assessment and treatment can be provided. Those found in violation shall receive disciplinary action and shall be subject to a range of penalties up to and including dismissal. Such an employee may be required to participate in a substance abuse program in lieu of, or in addition to, disciplinary action.

The local law enforcement agency will be notified by the District in those instances when a staff member is found in violation of New York State Law regarding use and/or possession of a controlled substance.

Other disciplinary measures regarding the use, possession, selling or distributing of alcohol and/or other substances and for those possessing drug paraphernalia are outlined in District Policies #5312.1, 5312.11 and 8414.5.

Individual civil and legal rights shall be maintained.

Except as may be otherwise required by law or applicable regulation, the Board of Education shall not subject an employee to urinalysis or other form of drug or alcohol testing unless there is reasonable suspicion that the employee has been using alcohol or other substances. An employee's failure to submit to required drug or alcohol testing based upon reasonable suspicion that the employee has been using alcohol or other substances shall be grounds for disciplinary action up to and including dismissal.

The District will disseminate a summary of this Policy and Administrative Regulations to all staff at the commencement of each school year.

June 23, 1997