

ALCOHOL AND DRUG-FREE WORKPLACE

It is the intent of the Souhegan School District that the work environment be free of alcohol and illegal drugs, and that employees perform their work safely and efficiently without being under the influence of alcohol and illegal drugs.

The board recognizes the use of alcohol and illegal drugs, or the dependency thereon, as a serious health, safety, and security problem; therefore, employees are prohibited from manufacturing, transporting, distributing, dispensing, possessing, using, or being under the influence of illegal drugs as defined by state or federal statute or regulation, or alcohol, while on duty at the workplace.

"Workplace" means the site for the performance of work for the school district, including any school building or any school premises and any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities. It also includes off-school property during any school-sponsored or school-approved activity, event, or function such as a field trip or athletic event, whether or not students are under the jurisdiction of the school district at that time.

It is also the intent of the district that employee actions, at and outside the workplace, communicate a clear and consistent "Say No To The Illegal Use of Alcohol and Drugs" message to students.

Each employee must abide by the terms of this policy. Any employee who pleads nolo contendere to, or is convicted of, any alcohol or illegal drug offense will notify the superintendent within five (5) days of said conviction.

The board reserves the right to respond to an employee who violates this policy by implementing disciplinary action, including, but not limited to, referral for prosecution, suspension, non-renewal, and/or termination, or requiring satisfactory participation in an alcohol or drug abuse assistance or rehabilitation program approved by the board. This policy shall not prohibit disciplinary proceedings in the event of a serious violation of a criminal drug statute occurring away from the workplace.

The advertising and promotion of alcohol, drugs and tobacco products on school grounds and at school-sponsored events, including logos and graphics on clothing, is prohibited.

The school will maintain a list of area resources for substance abuse counseling and rehabilitation and post this list where it will be readily accessible.

Statutory Reference

RSA:193-B

ADOPTION: June 1993

REVISION: July 17, 2003