

## DRUGS AND ALCOHOL

The unlawful possession, use, manufacture, dispensing and/or distribution of drugs or alcoholic beverages on the school premises or as part of any of its activities is prohibited. Being under the influence of drugs or alcoholic beverages on the school premises or as part of any of its activities is also prohibited. "On school premises" includes any building owned or leased by MSD Wayne Township, on District property or grounds (including parking lots, athletic facilities, etc.); in vehicles owned, leased, or operated by the District; and during District events and activities, even if held outside District property (such as field trips). This policy covers employees, volunteers, applicants for employment and any individual who conducts school-related business ("Covered Individual").

A Covered Individual, while on duty, will not knowingly possess, use, transmit, sell, or be under the influence of any controlled substance as defined by the U.S. Drug Enforcement Administration, including but not limited to narcotic drugs, hallucinogenic drugs, amphetamine, barbiturate, marijuana, alcoholic beverages, stimulants, depressants or intoxicants of any kind whether prescribed or sold over the counter (use of a drug authorized by a medical prescription from a physician is not a violation of this rule). A Covered Individual is also prohibited from possessing, using, transmitting, or selling any lookalike substances to those listed above. Compliance of this policy is a condition of employment. The Superintendent or designee shall ensure each Covered Individual is given a copy of the standards regarding unlawful manufacture, possession, use, distribution, or dispensing of controlled substances and alcohol by staff and informed that compliance with this requirement is mandatory.

One of the goals of this policy is to encourage individuals to voluntarily seek help with alcohol or drug problems. No employee will have his/her job security or promotion opportunities jeopardized solely on the basis of his/her request for counseling or referral assistance. If, however, an individual violates the policy, the consequences are serious, including withdraw of an employment offer, and disciplinary action up to and including termination. If an employee is retained following a violation of this policy, such employee will be required to satisfactorily participate in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency. Nothing in this policy prohibits an employee from being disciplined or terminated for other violations or performance problems. The responsibility to correct unsatisfactory job performance or behavior resulting from a substance abuse problem rests with the employee. Failure to do so, for whatever reason, will result in appropriate corrective or disciplinary action.

Employees who suspect they may have an alcohol or other drug abuse problem are encouraged to seek counseling and information on a confidential basis and may contact the Human Resources Office for a list of available resources.

See also [Policy A150- No Tobacco](#)

21 U.S.C. § 811 *et. seq.*  
41 U.S.C. 701 et seq., Drug-Free Workplace Act of  
1988  
41 U.S.C. §8103  
20 U.S.C. 3224a, The Safe and Drug-Free Schools  
and Communities Act  
34 C.F.R. Part 84  
34 C.F.R. Part 86  
I.C. 20-34-2-1 et seq.

MSD of Wayne Township, Marion County, Indiana

Adopted: August 13, 1990  
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