

Monroe 2-Orleans BOCES Policy

Series 5000 – Personnel

Policy #5160 – ALCOHOL, DRUGS AND OTHER SUBSTANCES (SCHOOL PERSONNEL)

The Board encourages cooperation with other community agencies and groups in preventing drug and alcohol abuse. Provision shall be made for instructing employees in alcohol, and drug abuse and prevention. All laws pertaining to drug and alcohol use and possession shall be honored by students, adults, and adult students while on BOCES premises or at BOCES-sponsored activities, regardless of the location of the activity.

The Board prohibits the manufacture, distribution, dispersing, consumption, sharing and/or selling, being under the influence, use and/or possession of illegal drugs, counterfeit and designer drugs, legal substances that mimic the effect of illegal substances, inappropriate use of over the counter and prescription drugs, drug paraphernalia, vaporizers, THC, dabs and dab pens, and/or alcoholic beverages or alcohol powder in the workplace, or when the effects of such drugs may impair an employee's job performance.

Information about any drug and alcohol counseling and/or rehabilitation programs shall be made available to employees. Information will also include the range of penalties, (consistent with local, state and federal law), up to and including termination of employment and referral for prosecution that will be imposed on employees who have transgressed the terms of this policy.

Alcoholic beverages, misuse of over the counter and prescription drugs, illegal drugs, legal substances that mimic the effect of illegal substances, counterfeit and designer drugs are prohibited on BOCES premises and at all BOCES-sponsored activities where students are present, regardless of the location of the activity.

Additionally, confidentiality shall be insured as required by state and federal law.

The District Superintendent shall annually review the drug and alcohol abuse prevention program to determine its effectiveness and support appropriate modifications, as needed.

Drug and Alcohol-Free Education and Prevention Program

In support of BOCES' interest in the health and well-being of BOCES' students and employees, and its commitment to a drug and alcohol-free learning and work environment, provision shall be made for a "Drug and Alcohol-Free Education and Prevention Program" for students and employees. (Refer also to Policy #7113 -- Prevention Instruction.)

Education Law Sections 913, 1711(5) (e), and 3020-a
Civil Service Law Section 75
Drug-Free Schools and Communities Act
Amendment of 1989
(Public Law 101-226)
20 United States Code (U.S.C.) Section 3171 et seq.

Monroe 2-Orleans BOCES Policy

Series 5000 – Personnel

Policy #5160 – ALCOHOL, DRUGS AND OTHER SUBSTANCES (SCHOOL PERSONNEL)

Policy References:

Refer also to Policy #7113 – (Prevention Instruction.)

Refer also to Policy #6220 -- Alcohol, Drugs and Other Substances (Students)

Adopted: 7/13/1999

Revised: 5/13/2009

Revised: 10/19/2011

Revised: 9/17/2014

Revised: 9/20/2017

Revised: 10/16/2019

Revised: 9/16/2020

Reviewed: 9/27/2023