4218 SUBSTANCE ABUSE (M)

[See POLICY ALERT Nos. 125 and 133]

For purposes of this policy, "substance" shall mean:

1. All controlled dangerous substances as defined and prohibited in New Jersey Statutes and Codes;

2. All chemicals which release toxic vapors as defined and prohibited in New Jersey Statutes and Codes;

3. All alcoholic beverages; and

4. Anabolic steroids.

Standard of Conduct

The Board clearly prohibits the unlawful possession, use, or distribution of illicit substances, drugs, alcohol, and/or anabolic steroids on school premises or as part of any of its activities by any employee of the district as well as reporting to the workplace under the influence of any illicit substances, drugs, alcohol, and/or anabolic steroids. Compliance with this standard of behavior is mandatory. Any violation may subject an employee to disciplinary action up to and including dismissal charging be pressed. This includes employees whose work hours/assignments require them to work outside of school work locations.

Any information gathered through a school investigation, counseling session, request by an employee for help, etc., shall comply with the confidentiality requirements established in Federal regulations found in 42 CFR Part II. Employees shall be subject to procedures and sanctions defined in Regulation No. 3218. All employees shall be provided with a copy of this policy and the accompanying regulations.

N. J. S. A. 2C: 33-15 et seq.; 24: 21-2 et seq.
42 C. F. R. II
34 C. F. R. 85.600 et seq.
20 U. S. C. 1 145g, 3224a
41 U. S. C. A. 701 et seq.
Cross reference: Policy Guide No. 9322

BOE Approved Date: 03/13/08
BOE Revised Date: