



School Committee Policy:

#642

Substance Abuse Policy – Drug Free Workplace

Whereas substance abuse is a substantial problem in our society and has the potential to increase the risk of workplace accidents, to impair the health and well-being of the user, and to diminish productivity, it is the policy of the Maynard School Committee to maintain a drug-free workplace.

Accordingly, the unlawful manufacture, distribution, dispensing, possession or use of any controlled substance (including alcohol) is prohibited anywhere on school premises, or at school-sponsored or school-related events at any location, including athletic games or on school buses, or other vehicles owned or in use for school purposes. For purposes of this policy, a controlled substance is any illegal or prescription drug (or alcohol) that, if abused, may lead to physical or psychological dependence. The inappropriate use of any substance that may cause an altered mental state or lead to physical or psychological dependence is also prohibited. In addition, working while under the influence of a controlled substance is prohibited, except as its use is consistent with and documented by a physician's prescription, does not substantially impair the Employee's ability to work satisfactorily, and does not pose a risk to workplace safety. For purposes of this policy, Employees include the Employees of subcontractors and school volunteers.

Employees are required to abide by this policy as a condition of employment. In addition, Employees are required to notify the Superintendent of any criminal drug statute conviction for a violation occurring in its buildings, grounds, or vehicles within five days of such conviction. Violations of this policy may result in disciplinary action, up to and including termination of employment.

The School Nurse, Director of Special Education, and Health Task Force maintain information regarding drug, counseling services. The Office of the Superintendent can assist in obtaining such information for an Employee. In addition, reimbursement for some services related to drug rehabilitation may be available under certain of the Town's group hospital and medical insurance contracts.

The Superintendent is assigned responsibility for enforcing this substance abuse policy and administering a drug-free awareness program. Questions regarding this policy should be addressed to the office of the Superintendent. This Substance Abuse Policy is intended to satisfy the requirements of the Drug-Free Workplace Act of 1988 and is consistent with policy enacted in other Town of Maynard departments.

Current Version: 12/16/04

Earlier Versions: 6/99, 9/94, 1/94, 3/72

Legal References: Drug Free Workplace Act of 1988
