

SECTION: PROFESSIONAL EMPLOYEES

TITLE: DRUGS/CONTROLLED
SUBSTANCES/ALCOHOL
ABUSE

ADOPTED: August 28, 1997

REVISED:

COUNCIL ROCK SCHOOL DISTRICT

451. DRUGS/CONTROLLED SUBSTANCES/ ALCOHOL ABUSE

1. Purpose

The abuse of alcohol and the use of illegal drugs by staff members of the Council Rock School District are incompatible with the goals of the district. In order to ensure alcohol and illegal drugs do not interfere with the goals of the district, and in cooperation with CREA's Wellness Program, assistance shall be provided for those employees needing such assistance.

The district's programs are designed to:

1. Establish and enforce clear policies for employees that promote an educational environment free from the abuse of alcohol and the use of illegal drugs.
2. Educate all employees of the district about the health risks associated with the use of illegal drugs and the abuse of alcohol.
3. Create a district environment that promotes and reinforces healthy, responsible living and respect for district and community standards and regulations.
4. Provide a reasonable level of care for alcohol abusers and users of illegal drugs through counseling, treatment and referral provided by the district, the CREA Wellness Program and many available county programs.

2. Authority

It is the policy of the district to take reasonable measures to ensure that drug/alcohol use by employees does not jeopardize the safety of district employees and students nor adversely affect operations of the district.

3. Definition

P.S. 35
Sec. 780, 101
et seq

Controlled substance is a substance defined by federal law in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S. Code 812). This covers all drugs and pharmaceuticals for which a license or prescription is required in order for a person to use, distribute or manufacture the substance. Virtually all prescription drugs, as well as illegal drugs, such as marijuana, heroin, cocaine, etc., are controlled substances covered by the Act.

