

POLICY ON EMPLOYEE SUBSTANCE ABUSE

It is the policy of the School Committee that employees may not possess, use, distribute, sell or be under the influence of any of the substances listed in the:

Controlled Substance Abuse Act, MGL Chapter 94C, Section 31

while on school premises or as part of any of its activities on or off school premises, including breaks or lunch/dinner periods. Employees may not use, give, sell or have in their possession any alcoholic beverages while on school premises, or on break or lunch/dinner or as a part of any of its activities involving students.

Violation of this policy may result in referral to legal authorities for prosecution, under M.G.L. Chapter 94C, section 32. Violations of this policy may also result in disciplinary action, as provided for by law and/or in employee contracts, up to and including dismissal.

The School Committee encourages employees with substance abuse problems to seek assistance. However, if employee performance of duties is interfered with as a result of substance abuse, appropriate action may be taken, up to and including dismissal.

Information regarding available drug and alcohol counseling and rehabilitation is available through the office of the Superintendent.

Revised February 7, 2005

Adopted 2/11/91

Reviewed and amended 11/5/01

Revised February 2, 2004

Granby Public Schools – 2003