

ALCOHOL AND DRUG-FREE WORKPLACE

- I. The School Board believes that the maintenance of an alcohol and drug-free workplace is essential to student and staff safety and to helping assure that employees carry out their job duties and assignments in a productive and professional manner. Therefore, the following conduct is strictly prohibited by employees in the workplace:
 - A. The unlawful manufacture, distribution, dispensing, possession or use of controlled substances required by the Drug-Free Workplace Act.
 - B. The use or possession of alcohol.
 - C. Being under the influence of alcohol or controlled substances.
 - D. The sale, delivery or intent to sell or deliver alcohol or controlled substances.
 - E. The sale, distribution or intent to sell or distribute look-alike controlled substances (substances that are represented as an illegal drug regardless of the true nature of the substance) or synthetic drugs that produce similar subjective effects to illegal recreational drugs.
 - F. The use, possession or distribution of drug paraphernalia.
 - G. The sale or distribution of prescription medication.
 - H. The misuse of prescription medication or nonprescription drug products.
- II. For purposes of this policy, “workplace” includes any school building, school premises, school-owned vehicle or other school-approved vehicle used to transport students, school-related activity, event or function in which students are under the jurisdiction of school authorities whether on or off school property, or any other place where an employee is performing school district business.
- III. This policy does not prohibit the use of prescription medication by an employee to whom it is prescribed and in the amount prescribed.
- IV. All employees shall be expected to abide by provisions of this policy. Employees who violate this policy shall be subject to appropriate disciplinary action, up to and including suspension and/or termination from employment, and referral to law enforcement authorities.

An employee may also be referred for alcohol or drug counseling, assessment or treatment at the discretion of the employee's supervisor. The employee shall be responsible for all costs associated with such counseling, assessment or treatment program.

Legal References:

Sections 111.35, 120.13, 121.02(1)(i), 125.09, Chapter 961, Wis Stats.

Cross References:

Board Policy 3171 – Use of Tobacco by Professional Staff

Adopted: 7/16/12

Revised: 3/12/15

The Port Washington-Saukville School District does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to designated youth groups. The following person has been designated to handle inquiries regarding the non-discrimination policies: Director of Special Services, Port Washington-Saukville School District, 100 W. Monroe Street, Port Washington, WI 53074 - Duane.Woelfel@pwssd.k12.wi.us