

File: G24

## **DRUG-FREE WORKPLACE POLICY**

Substance abuse (illegal drug and alcohol) poses safety and health risks not only to the abusers, but to all employees who work with abusers and students under the supervision of abusers. Such abuse places the Chicopee Public Schools at risk. It is the intent of the Chicopee Public Schools to maintain a safe, healthy environment for all its employees and students.

This policy applies to all employees of the Chicopee Public Schools while on the job and to situations where an employee's off-the-job or off-premises conduct impairs work performance or undermines the public confidence in the reputation of the Chicopee Public Schools. It is also intended to apply to individuals who are on the property of the Chicopee Public Schools.

The use, sale, purchase, possession, manufacture, distribution, or dispensing of alcohol, or illegal drugs on Chicopee Public School property or during working time is against the policy of the Chicopee Public Schools. To assure the fitness of duty of our employees, the Chicopee Public Schools prohibits employees from arriving for work under the influence of drugs or alcohol. Employees are required to report to their immediate supervisor any infractions related to the use or possession of illegal drugs or alcohol which may have an adverse impact on their employment.

Violation of this policy may result in disciplinary action, up to and including termination, at the sole discretion of the Chicopee Public Schools.

1st reading: Adj. Reg. Mtg. 4/16/03

2nd reading: Adj. Reg. Mtg. 5/21/03