

# POLICY

## BOARD OF EDUCATION BAYONNE

SUPPORT STAFF MEMBERS

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SUBSTANCE ABUSE

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### 4218 SUBSTANCE ABUSE

The Board of Education recognizes that chemical dependency is an illness which is preceded by the misuse and/or abuse of alcohol, anabolic steroids, and other drugs. The Board recognizes that the use/misuse of alcohol, anabolic steroids, and other drugs, and the problems associated with it, are becoming increasingly commonplace in today's society. It is generally accepted that alcoholism and other chemical dependencies are illnesses that can be treated successfully if they are identified as early as possible, and if appropriate treatment is promptly instituted. The Board recognizes, however, that drug and alcohol use can substantially interfere with an employee's ability to perform his/her job and in a school setting, raises serious concerns with respect to the safety and well being of both students and staff.

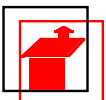
For purposes of this policy, "substance" shall mean:

1. All controlled dangerous substances as defined and prohibited in New Jersey Statutes and Codes;
2. All chemicals which release toxic vapors as defined and prohibited in New Jersey Statutes and Codes;
3. All alcoholic beverages; and
4. Anabolic steroids.

#### Standard of conduct

The Board clearly prohibits the unlawful possession, use, or distribution of illicit substances, drugs, alcohol, and/or anabolic steroids on school premises or as part of any of its activities by any employee of the district as well as reporting to the workplace under the influence of any illicit substances, drugs, alcohol, and/or anabolic steroids. Compliance with this standard of behavior is mandatory.

The Board will take steps to educate its employees regarding the misuse of illegal substances, alcohol, and/or anabolic steroids.



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Further, where a staff member comes forward and advises the Board, the Chief School Administrator or other designated school officials that he or she has a drug or alcohol problem, the Board will make a reasonable effort to assist that staff member through guidance and/or the opportunity to receive treatment and/or counseling. However, when an employee is subject to disciplinary action based on criminal charges relating to drug or alcohol use and/or abuse, he or she will be subject to disciplinary action irrespective of the employee's participation or planned participation in a drug or alcohol treatment or counseling program.

Any information gathered through a school investigation, counseling session, request by an employee for help, etc., shall comply with the confidentiality requirements established in Federal regulations found in 42 CFR Part II. Employees shall be subject to procedures and sanctions defined in Regulation 3218. All employees shall be provided with a copy of this policy and the accompanying regulations.

N.J.S.A. 2C:33-15 et seq.

N.J.S.A. 24:21-2 et seq.

42 C.F.R. II

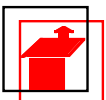
34 CFR 85.600 et seq.

20 U.S.C. 1145g, 3224a

41 U.S.C.A. 701 et seq.

Adopted: 28 July 1997

Revised: 29 September 1997



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