

DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT
DRUG-FREE WORKPLACE AND LEARNING ENVIRONMENT POLICY

POLICY

All employees and students

4116-6

The possession, sale or consumption of, or being under the influence of, any alcoholic beverage or any illicit drug or controlled substance (hereinafter collectively referred to as “drugs” or “drug”) on school property or at school sponsored or related functions is prohibited.

Moreover, as to employees, the unlawful manufacture, distribution, dispensation, possession or use of any illicit drug or controlled substance, wherever same may occur, will be grounds for disciplinary action up to and including dismissal provided such activity has or more likely than not may have an adverse impact on the School District or students served thereby.¹

The Dudley-Charlton Regional School District seeks to provide our students and employees with a drug-free learning and working environment. Because of the seriousness with which the committee views this matter, the district has implemented both policies and practices designed to achieve that end. While such policies and practices are necessary for compliance with federal and state requirements, equally or more importantly, they will also attempt to address the personal needs and concerns of both our staff and students.

Pursuant to this policy, its predecessors and applicable law, the administration has developed and implemented, and shall maintain, and periodically review and revise or supplement if necessary or advisable, a program or programs designed to prevent to the maximum extent reasonably possible the use of illicit drugs, controlled substances and alcohol by students and employees in school related locations and the workplace.

The program(s) do and shall include:

- 1) age appropriate, developmentally based drug and alcohol education prevention programs (which address the legal, social, and health consequences of drug and alcohol use and which provide information about effective techniques for resisting peer pressure to drugs or alcohol) for students in all grades of the schools, from early childhood level through grade 12;
- 2) instruction informing students that the possession or use of illicit drugs and the unlawful possession or use of alcohol is wrong and harmful;
- 3) standards of conduct that are applicable to all students and employees and that clearly prohibit the conduct referenced in the first two, unnumbered paragraphs of this policy above;

¹ The provisions of this policy as they relate to employees are subject to the provisions of any applicable collective bargaining agreement and applicable laws.

- 4) a clear statement that sanctions (consistent with local, state, and federal law), up to and including expulsion from school or termination of employment (subject to the provisions of any applicable collective bargaining agreement and applicable laws) and referral for prosecution, will be imposed on students and employees who violate the standards of conduct referenced in paragraph (3);
- 5) information about any available drug and alcohol counseling and rehabilitation and re-entry programs which may be available to students and employees;
- 6) as to students, a provision meeting the requirements of M.G.L. c. 71, sec. 37H, including the following:
 - a) That the superintendent in publishing the district's policies as to the conduct of teachers and students shall include the provisions of this policy as to alcohol and drugs;
 - b) That each principal shall provide copies of this policy to any person upon request without cost;
 - c) That each principal of a school which includes grades nine to twelve, inclusive, in consultation with the school council, shall prepare and distribute to each student a student handbook setting forth the rules pertaining to the conduct of students, including those in this policy as to alcohol and drugs;
 - d) That the school council shall review such handbook each spring to consider changes in disciplinary policy to take effect in September of the following school year, though such council may consider policy changes at any time; and
 - e) That, without limiting any of the foregoing, all student handbooks shall contain the following provisions:
 - i) Any student who is found on school premises or at a school-sponsored or school-related events, including athletic games, in possession of a controlled substance as defined in Mass. General Laws, chapter 94C, including, but not limited to, marijuana, cocaine, and heroin, may be subject to expulsion from the school or school district by the principal; and
 - ii) Any student who is charged with a violation of paragraph (i), immediately above, shall be notified in writing of an opportunity for a hearing, and the student may have representation, along with the opportunity to present evidence and witnesses at said hearing before the principal.
- 7) a system for notifying parents, students and employees that compliance with the standards of conduct required by paragraph (3) is mandatory; and

- 8) a provision, subject to the terms of any applicable collective bargaining agreement, specifying that the district's administrative personnel and representatives of appropriate bargaining units will conduct a biennial review of the program designed to:
 - a) determine its effectiveness and implement changes to the program if they are needed; and
 - b) provide that the sanctions required by paragraph (4) are enforced in a reasonably consistent manner.

It is also a condition of employment that each employee notify the superintendent of schools of any criminal drug conviction material to his or her employment with the district under this policy within five days of such a conviction.

Employees interested in assistance with drug or alcohol problems who have a private doctor or participate in one of the health maintenance organizations should seek assistance through such providers.

The Dudley-Charlton Regional School District has collected information from various drug assistance and/or rehabilitation programs. This information is available through the Office of the Superintendent of Schools.

DISSEMINATION OF INFORMATION: The superintendent shall provide any certification required by state and federal regulation and shall, upon request, make available to the public full information about the elements of the district's program, including the results of its biennial review, provided that this shall not include any information about any student, employee or other individual which is privileged, or as to which such release would constitute an unwarranted invasion of personal privacy, or which would otherwise not be in accordance with applicable law.

Adopted September 9, 1992
Reviewed November 12, 1997
Amended March 27, 2002