

POLICY

2021

Personnel

6150
1 of 2

SUBJECT: ALCOHOL, DRUGS, AND OTHER SUBSTANCES (STAFF)

Prohibited Conduct

The District, recognizing that students are often influenced by teachers and other members of a school's staff, impresses upon staff the importance of maintaining a high level of professionalism appropriate to their position which, in turn, will set a positive example for students.

Accordingly, when in the workplace or when the effects of these actions may impair job performance, staff are prohibited from consuming, sharing, selling, using, and/or possessing:

- a) Illegal drugs;
- b) Cannabis (marijuana) or any other controlled substance in schedules I through V of the Controlled Substances Act;
- c) Counterfeit and designer drugs;
- d) Drug paraphernalia; or
- e) Alcohol.

Exceptions may exist for authorized medical cannabis use.

Additionally, the misuse and/or unprescribed use of prescription and over-the-counter drugs is prohibited in the workplace or when the effects of these actions may impair job performance.

Further, all staff are bound by the conduct prohibitions contained in District Policy #5640 – Smoking, Tobacco, and Cannabis (Marijuana) Use.

Disciplinary Measures

Staff members who engage in prohibited conduct shall be subject to disciplinary consequences within applicable law.

Employee Assistance Program

The District recognizes that the problems of alcohol and other substance use/abuse affect every segment of our society. The Vestal Employee Assistance Program has been established to provide confidential services for District staff who seek assistance with substance use/abuse related problems. District staff will be informed of the services they can receive through the EAP and will be encouraged to seek help voluntarily.

(Continued)

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2 of 2

SUBJECT: ALCOHOL, DRUGS, AND OTHER SUBSTANCES (STAFF) (cont'd)

Any information provided by a student, parent, or staff member to the designated individual(s) will not be used in any school disciplinary proceeding and will, in addition to any other applicable privilege, be considered confidential in accordance with law.

20 USC §§ 6083(a), 7118, and 7973(a)

41 USC § 8101 et seq.

Cannabis Law § 127

Civil Service Law § 75

Education Law §§ 409, 2801, 3020-a, and 3038

Labor Law § 201-d

Penal Law § 222.10

Public Health Law §§ 1399-n and 1399-o

NOTE: Refer also to Policies

#3410 – Code of Conduct

#5640 – Smoking, Tobacco, and Cannabis (Marijuana) Use

#7320 – Alcohol, Tobacco, Drugs, and Other Substances (Students)

Adopted 5/10/11

Amended 9/14/21