

ALCOHOLISM, DRUG ABUSE AND EMOTIONAL DISORDERS**Employee Policy**

The Belle Fourche District #9-1, recognizes chemical abuse and dependency, and emotional problems as illnesses which may interfere with an employee's job performance. However, the school district recognizes its legal responsibility to maintain a drug-free atmosphere which will promote a quality learning environment. The misuse of alcohol and other drugs by any employee may endanger the safety and well-being of all other employees and students.

The Belle Fourche School District recognizes that chemical dependency through use of controlled or uncontrolled substances, including alcohol, is a treatable illness. The use, possession, distribution, dispensing, or manufacture of alcohol or any illegal drug is prohibited on school premises or facilities being used for school purposes or any school activity. Unlawful means, violation of federal/state/local regulations and the Belle Fourche School District's policies, procedures, and rules, as well as legal statutes. Use includes being under the influence of alcohol or any illegal drug. This policy is also intended to include the abuse of any medication or drug.

Violations of this policy may result in immediate disciplinary action, including termination and notification of proper authorities, including, but not limited to the Federal Agencies from which funds are received. The administration may also require an employee, at his/her own expense, to participate satisfactorily in a drug abuse assistance/rehabilitation program approved for such purposes by an appropriate agency. Employee shall be defined as all certified and non-certified staff working for the Belle Fourche School District. It shall be a condition of employment for all employees of the Belle Fourche School District to abide by the terms of this policy.

Public Law 100-690

Legal Refs: Drug Free Workplace Act O 1988, 34 CFR Part 85, Subpart I

Drug Free Schools and Communities Act of 1986 as amended in 1989

Cross Refs: CPDP, Suspension and Dismissal of Support Staff Members

Adopted 02-09-99
Replaces Current Policy

(BP)