

**Personnel – Certified / Non-Certified**

**4118.232**

**DRUG FREE WORKPLACE**

**4218.232**

In accordance with the Drug Free Workplace Act of 1988 and the Drug Free School and Communities Act, it is the policy of the Fairfield Public Schools to prevent and prohibit the use, distribution, or possession of drugs and alcohol on school premises or as part of any of its activities off school property. Further, any use of drugs or alcohol, which would impair an employee's performance during school hours is prohibited.

Violations of this policy including the possession, use, distribution of any drug or alcohol or drug paraphernalia, and/or being under the influence of drugs or alcohol on school property or at any school-sponsored event will be dealt with in accordance with the Administrative Regulations.

Since drug or alcohol use and abuse may be indicative of serious underlying problems, the Board of Education shall make every effort to offer an employee help and assistance that could include early identification of substance abuse problems, referral for treatment, and aftercare.

In dealing with infractions school personnel recognize that a sanctuary will not be provided for those who violate local, state, and federal law. The Administrative Regulations will govern the involvement of the Police Department with respect to violations, which occur on school property or at school-sponsored events.

Legal Reference: Drug-Free Workplace Act, 102 Stat. 4305-4308  
Drug-Free Schools and Community Act, PL 99-570, as amended  
by PL 101-226 (1991)  
21 USC 812, Controlled Substances Act, I through V, 202  
21 CFR 1300.11 through 1300.15 regulations  
54 Fed. Reg. 4946 (1989)  
Connecticut General Statutes  
1-21b Smoking prohibited in certain places  
19-443(6) Exception

Adopted 8/27/2004