

## **ADB—Alcohol, Tobacco, and Drug-Free School**

### **School Environment to be Free of Drugs**

It is the intent of the Board that the school environment is free of the presence of alcohol, tobacco, and illegal drugs and that its employees and students perform their tasks safely and efficiently without the influence of illegal drugs or alcohol.

The Board recognizes the use of alcohol, tobacco, and illegal drugs or the dependency thereon as a serious health, safety, and security problem; therefore, employees are prohibited from unlawful manufacture, distribution, dispensing, possessing, use, or being under the influence of illegal drugs as defined by state or federal statute or regulation, or alcohol or tobacco, while on duty, on or off the school campus including any school-owned vehicle or any other vehicle used to transport students to and from school or school activities.

The following violations of this policy shall be grounds for disciplinary action against the offending employee or student as established in policy:

- Working under the influence of alcohol or illegal drugs, no matter where consumed.
- Consuming, possessing or distributing alcohol, tobacco, or illegal drugs on school property.
- Consuming, possessing, or distributing alcohol, tobacco, or illegal drugs not on school property while at official school functions. Such functions include but are not limited to:
  - Interscholastic athletic contests;
  - Field trips;
  - School dances.

This policy also applies to all volunteers, non-employee chaperones, or others brought into contact with students as a part of school programs.