

**POLICIES PERTAINING TO OUR EMPLOYEES**

**TOBACCO, DRUGS, ALCOHOL,  
WEAPONS & FIREWORKS**

**Tobacco, Drugs & Alcohol:**

The manufacture, distribution, dispensation, possession, or use of controlled substances, illegal drugs, alcohol or tobacco, as those terms are defined in state and Federal law, is prohibited on the school premises, or as part of any school activity on or off school property.

Employees shall not be under the influence of controlled substances, illegal drugs or alcohol in the performance of their duties. Violations of this policy may result in disciplinary action including loss of employment. To comply with Workers' Compensation Commission rules, the school will provide a written copy of this policy to each employee within thirty (30) days from the adoption of this policy and thereafter to each employee hired prior to the first day of employment.

**Weapons & Fireworks:**

The possession of firearms, illegal knives, and prohibited weapons on school property or at school-related activities is also prohibited by law, as is the ignition of fireworks within 600 feet of the school.

Date Adopted: \_\_\_\_\_