

The Policy Committee approved changes in blue at its public work session on November 16, 2023.

File: GBEC

DRUG-FREE WORKPLACE

I. Purpose

The purpose of Policy GBEC is to establish the Board of Education's expectation of a drug-free workplace.

II. Background

The Board of Education is committed to providing a safe and productive work environment. ~~consistent with the standards of the community in which it operates.~~ Alcohol and drug use/abuse pose a threat to the health and safety of students and employees as well as to the security of equipment and facilities. The Board expects a work environment free of any use, possession, or distribution of alcohol, **cannabis or a cannabis product**, or illegal drugs and the abuse of controlled or non-controlled substances.

III. Definitions

Within the context of this policy, the following definitions apply:

- A. **Alcohol:** Alcoholic beverages and/or any other intoxicating liquid that contains one half of one percent or more of alcohol by volume.
- B. **Drug:** A controlled dangerous substance that is regulated under the *Maryland Controlled Dangerous Substances Act*, a prescription medication, or a chemical substance when used for unintended and harmful purposes, **or cannabis or a cannabis product as defined in Policy ADC.**
- C. **School Property:** Any school or other facility including grounds owned or operated by the Board of Education, Board owned buses and contractor owned buses, and other Board vehicles, and the facility and/or grounds of any Board-sponsored activity involving students.
- D. **Use:** "Use" as cited in this policy, is not limited to on-site consumption, but includes the presence of drug and alcohol affected behavior.

IV. Policy Statement/Procedures

- A. While engaged in their school duties or on school property, all Washington County Public Schools employees will abstain from 1) the use of illegal drugs and/or drug paraphernalia; 2) the abuse of controlled or non-controlled substances; 3) possession or distribution of alcohol, **cannabis, cannabis product**, illegal drugs and/or drug paraphernalia; and 4) being under the influence of illegal drugs, **cannabis**, or alcoholic beverages.
- B. Off-duty conduct which leads to a drug-, **cannabis**-, or alcohol-related arrest and/or conviction may be considered by the Board of Education for its potential to compromise the well-being of students and staff and may be addressed in accordance with this policy and the accompanying administrative regulation.
- C. Violation of this policy may lead to disciplinary action up to, and including, termination from employment.
- D. The Superintendent is authorized to promulgate administrative regulations to implement this policy.

Policy adopted: November 18, 2014. **Revised:**
Board of Education of Washington County