

**DANBURY PUBLIC SCHOOLS**

Danbury, Connecticut

**POLICY**

***ALCOHOL AND DRUG ABUSE  
EMPLOYEES***

Adopted: 10/27/99

Policy No. 4-114.2\*

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The Danbury Board of Education is mandated by Connecticut General Statutes to prescribe rules for the management and operation of its schools. Therefore, it shall be the policy of the Board of Education to take positive action through education, counseling, medical referral and law enforcement referral in the handling of incidents in the schools involving the possession, sale and/or use of substances that affect employee performance, behavior and health.

The Danbury Board of Education shall establish and maintain a drug-free awareness program to educate and inform employees of:

- a) the dangers of alcohol and drug abuse
- b) the policy against on-the-job alcohol and drug use
- c) any actions it will take against violators
- d) any alcohol and drug counseling that is available

This policy is also designed to consider the individual needs of the employees, as well as the rights of the majority of the employees in the system and the welfare of the student body.

Copies of this policy will be given to all employees of the Danbury Board of Education.