

**4118.231/Staff Use and Possession of Smoking Products,
Tobacco Products, Drugs, and Alcohol**

TRUMBULL PUBLIC SCHOOLS
BOARD OF EDUCATION
POLICY MANUAL

SECTION: **4000**
CATEGORY: **Personnel – Certified and
Non-Certified**
POLICY CODE: **4118.231/Staff Use and
Possession of Smoking
Products, Tobacco Products,
Drugs, and Alcohol**

**STAFF USE AND POSSESSION OF SMOKING PRODUCTS,
TOBACCO PRODUCTS, DRUGS, AND ALCOHOL**

Policy Statement

The Trumbull Board of Education strives to provide a more healthful environment for persons using the Board of Education facilities. The use of all smoking products, tobacco products, drugs, and alcohol is prohibited in all facilities operated by the Board of Education. Use of smoking products, tobacco products, drugs, and alcohol is prohibited on school grounds when school is in session or during any activity sponsored by the Board of Education. In addition, use of smoking products, tobacco products, drugs, and alcohol is prohibited on transportation vehicles under the jurisdiction of the Board of Education and during any school-sponsored activity.

For the purposes of this policy, “tobacco product” is defined to include, but is not limited to, cigarettes, cigars, blunts, bidis, pipes, chewing tobacco and all other forms of smokeless tobacco, rolling papers, and any other items containing or reasonably resembling tobacco or tobacco products, such as electronic cigarettes.

No employee engaged in work in the Trumbull School District shall unlawfully manufacture, distribute, dispense, possess, or use on or in the workplace any alcohol, narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or any other controlled substance. Controlled drugs are further defined in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 C.F.R. 1300.11 through 1300.15.

The “workplace” is defined to mean the site for the performance of work done. That includes any school building or any school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; off school property during any school-sponsored or school-approved activity, event, or function, such as a field trip or athletic event, where students are under the jurisdiction of the District.

As a condition of employment, each employee shall notify his or her supervisor of a legal conviction for any criminal drug statute violation occurring in the workplace as defined above, no later than 5 days after such conviction.

As a condition of employment, each employee shall abide by the terms of the District’s policy respecting a drug-free workplace.

**4118.231/Staff Use and Possession of Smoking Products,
Tobacco Products, Drugs, and Alcohol**

As a condition of employment, an employee who violates the terms of this policy will be subject to disciplinary action which may include the employee's successful completion of an appropriate rehabilitation program; the employee's non-renewal; the employee's having his or her employment suspended or terminated, at the discretion of the Board; and/or the employee's referral for prosecution.

It is required that employees be given a copy of this policy and be kept informed of any further steps in the District's drug-free awareness program, including possible information on rehabilitation programs.

Adopted: 3/4/1992
Revised: 10/4/2000, 8/1/2006,
3/27/2012, 10/15/2013, 5/23/2017

References

- Drug-Free Workplace Act. 102 Stat. 4305-4308. 54 Fed. Reg. 4946 (1989)
- Drug-Free Schools and Community Act, Public Law 99-570, as amended by Public Law 101-226 (1991)
- 21 U.S.C. 812, Controlled Substances Act, I through V, Section 202
- 21 C.F.R. 1300.11 through 1300.15
- Connecticut General Statutes §§ 19a-342

**4118.231/Staff Use and Possession of Smoking Products,
Tobacco Products, Drugs, and Alcohol**

Regulations

Any violation of this policy shall be referred to the Assistant Superintendent of Schools, who shall review, monitor, and recommend to the Superintendent disciplinary action as appropriate. Disciplinary action may include the employee's successful completion of an appropriate rehabilitation program; the employee's non-renewal; the employee's having his or her employment suspended or terminated, at the discretion of the Board; and/or the employee's referral for prosecution.