

## REVERE PUBLIC SCHOOLS DRUG FREE WORKPLACE POLICY

Illegal drugs in the workplace are a danger to all of us. They impair safety and health, promote crime, lower productivity and quality, and undermine public confidence in the work we do. We will not tolerate the illegal use of drugs in the Revere Public Schools - and now by law, we cannot.

In compliance with the Federal Drug-Free Workplace Act, the Revere Public Schools is committed to maintaining a drug free workplace. Under provisions of the law, at any site at which school business is conducted, all employees are absolutely prohibited from unlawfully manufacturing, distributing, dispensing, possessing, or using controlled substances or alcohol in the workplace. The following is a partial list of controlled substances: narcotics, cannabis, stimulants, depressants, and hallucinogens. A complete list is available in the superintendent's office upon request.

Employees have the right to know the dangers of drug abuse in the workplace, the Revere Public Schools' policy about them, and the assistance available to combat drug problems. The Revere Public Schools shall guarantee privacy and confidentiality to those employees seeking and/or accepting services.

Any employee violating the above policy is subject to appropriate personnel action, up to and including termination and/or referral for prosecution for the first offense. However, the recommended course of action, when circumstances warrant, it to have employees obtain rehabilitative help through a referral assistance program, up to and including those benefits under their health coverage. Employees may self-refer, may be referred by their immediate supervisor and/or bargaining unit representative, or may be referred by their families.

As a condition of employment, all employees of the Revere Public Schools are required to comply with the prohibition against drugs in the workplace, and to notify the superintendent of schools, within five (5) days, of any criminal drug statute conviction for a violation occurring within the workplace.

Under federal law, the superintendent must notify the contracting federal agency within ten (10) days of receipt of notice of a criminal drug statute conviction for a violation occurring within the workplace. Within thirty (30) days of receiving notice, the School Committee must take appropriate personnel action against the employee up to and including termination, and/or require the employee to participate in an approved substance abuse assistance or rehabilitation program. Such programs may or may not be fully covered by health insurance benefits.

The community at large, parents, staff, and students all deserve to know that they are in a safe and healthy environment. The Revere Public Schools is committed to providing students and their families with comprehensive education, support and resources around issues of substance abuse, prevention and recovery services. The school department has partnered with city and community organizations to join their Substance Abuse Task Force which supports students and their families in this area. To that end, the Revere Public Schools embraces initiatives to increase awareness and provide maximum safety in schools and at school events. In order to provide a safe and healthy work and learning environment, the Safe and Drug Free Schools Policies will be amended to embrace the following components:

The Revere Public Schools (RPS) may at times use portable metal detectors to scan for weapons or other dangerous objects in order for anyone to enter into any school building. In addition, portable metal detectors may be used at school functions such as interscholastic sports, proms, dances, and other events open to students and/or the general public. Violation of any handbook regulation will result in the appropriate action being taken against any offender. Students refusing such scanning will not be allowed to enter the school or event.

The Revere Public Schools (RPS) may at times use portable breathalyzer devices to detect alcohol use by students entering into any school sponsored events and/or functions, or at a time when a student may be exhibiting behaviors consistent with being under the influence of alcohol at such events or during the school day. In cases where the student refuses such test, and there is evidence that the student may be under the influence of alcohol, the appropriate authorities will be summoned.