

EMPLOYEE ALCOHOL AND/OR OTHER DRUG USE

It is the policy of the School District of Waukesha that students and employees have the right to attend school and work in an environment that is free from the non-medical use of alcohol, drugs and mood-altering substances. These substances interfere with the learning environment of students and the performance of students and employees.

Employees are to report to work free of the effects of mood-altering drugs. With respect to alcohol, drugs, and other mood-altering substances the following are prohibited in a school building or on school property, in any district-owned or contracted vehicle, or at school-sponsored events:

- being under the influence of alcohol or drugs,
- the use, possession, sale or intent to sell drugs,
- transfer of drugs or drug paraphernalia (as defined in state statutes),
- having illegal drugs or chemicals in a person's system

Using, selling, , possessing, or being under the influence of alcohol, drugs, or other mood-altering substances in or on school property, in any district owned or contracted vehicle or at school-sponsored events by any employee is prohibited. School-sponsored events include after school and evening events such as parent conferences, athletic contests, student programs, PTO/site councils, off-campus co- and extra-curricular events, other day or overnight student trips, or any other activity where students, citizens, or professional staff interact or engage in a district activity. Employees who are found to be under the influence of alcohol will be subject to disciplinary procedures. Under the influence of alcohol, drugs and mood-altering substances is defined in the policy guidelines of this policy. This policy does not include nicotine or caffeine. Rules and consequences governing smoking are contained in other policies.

The superintendent shall develop guidelines for the implementation of this policy which shall include, but are not limited to, in-service on this policy, disciplinary actions for policy violations, relationships with the Employee Assistance Program (EAP) and law enforcement.

Cross-Reference: #1331 – Tobacco Use and Possession in School Prohibited
 #6145.6 – Student Trips
 #6145.6G – Guidelines for Student Trips

Reference: Wisconsin Statutes Section 125.09

Adopted: May 9, 1990
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