

## DRUG-FREE WORKPLACE

No person may use, possess, sell, manufacture, or distribute alcohol or any illicit substance, nor may they use or possess drug paraphernalia, on BOCES grounds or at BOCES-sponsored events, or any place in which an employee is working within the scope of his/her employment or duties.

Examples of illicit substances are controlled substances (all drugs which are banned or controlled under federal or state law, including inhalants, marijuana, cocaine, LSD, PCP, amphetamines, heroin, steroids), look-alikes, any other chemical substance which is deliberately ingested to produce psychological or physiological effects, other than accepted foods or beverages, and any of those substances commonly referred to as "designer drugs." The inappropriate use of prescription and over-the-counter drugs shall be prohibited.

Staff shall ensure that such medications are properly stored and secured against unauthorized and improper use.

The following person shall be prohibited from entering BOCES grounds or BOCES-sponsored events: any person exhibiting behavior, conduct, or personal or physical characteristics indicative of having used or consumed alcohol or other such substances, or any person who BOCES personnel have reasonable grounds to suspect is under the influence of alcohol or other such substances.

Additionally, any person engaged in work in connection with a Federal grant shall comply with the conditions found in the relevant Administrative Procedures.

Ref: Drug-Free Workplace Act (DFWA), 41 U.S.C. §§702-707  
Controlled Substances Act, 21 U.S.C. §812  
21 CFR §§1300.11-1300.15  
34 CFR Part 85 (U.S. Dept. of Ed. Regulations under the DFWA)  
Civil Service Law §75  
Education Law §3020-a  
*Patchogue-Medford Congress of Teachers v. Board of Education*,  
70 NY2d 57 (1987)

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