

Dickson County Board of Education

Monitoring: Review: Annually, in August	Descriptor Term: <h2 style="text-align: center;">Alcohol & Drugs in the Workplace</h2>	Descriptor Code: <h3 style="text-align: center;">1.804</h3>	Issued Date: <h3 style="text-align: center;">09/19/19</h3>
		Rescinds:	Issued:

1 *General*

2 Any employee who violates the terms of this policy shall be subject to disciplinary action, including
 3 but not limited to, suspension, dismissal, and/or referral for prosecution.

4 The Director of Schools shall be responsible for providing a copy of this policy to all school district
 5 employees.

6 **DEFINITIONS**

7 “Workplace” shall include any school building or any school premise; any school-owned or any other
 8 school-approved vehicle used to transport students to and from school or school activities; and off-
 9 school property during any school-sponsored or school approved activity, event, or function.

10 “Illegal drugs” shall include any narcotic drug, hallucinogenic drug, amphetamine, barbiturate,
 11 marijuana, or any other controlled substance as defined by federal law.²

12 “Unauthorized drugs” shall include, but are not limited to, inhalants; any designer, synthetic,
 13 derivative, analogous, or "look-alike" substances that are manufactured, designed, or intended to
 14 resemble and/or mimic the effects of illegal drugs; any legally prescribed drugs being used in a manner
 15 for which they were not intended or prescribed including, but not limited to, the use of prescription
 16 drugs prescribed for another individual; and any lawful substances that could result in impairment of
 17 physical or mental capacity that is threatening to the health or safety of the employee or others.³

18 “Alcohol” shall include, but is not limited to, spirits, liquor, wine, beer, and any liquid
 19 containing alcohol as defined by state and federal law.⁴

20 **ALCOHOL & DRUG-FREE WORKPLACE**

21 No employee while on or in the workplace shall unlawfully manufacture, distribute, dispense, possess,
 22 use, or be under the influence of any illegal or unauthorized drugs¹ or any alcohol.⁵

Legal References

1. Drug Free Workplace Act of 1988, 41 USCA § 8103
2. 21 USCA § 812
3. TCA 49-5-1003
4. TCA 57-4-102; 26 USCA § 5002
5. TCA 39-17-715

Cross References

- Supervision 5.108
 Drug & Alcohol Testing for Employees 5.403
 Drug-Free Schools 6.307

