



Book	BYLAWS AND POLICIES
Section	5000 STUDENTS
Title	USE OF DRUGS AND ALCOHOL
Code	5530
Status	Active
Legal	I.C. 20-30-5-11 20 U.S.C. 3171 et seq., Drug-Free Schools and Communities Act of 1986 20 U.S.C. 3224A
Adopted	November 17, 2020

In order to maintain a working and educational environment that is safe for our employees and students and that is conducive to high work and learning standards in the face of increases in drug and alcohol abuse-related application turndowns, worker's compensation claims, and employee absences, the Board is desirous of establishing a policy reflecting the commitment of Edison School of the Arts to provide a drug and alcohol free educational and workplace environment.

Therefore, it is the policy of Edison School of the Arts that the consumption, use, possession, control, distribution, dispensation, sale, transfer, or manufacture of alcohol or drugs in any amount, at any time during working hours or at any time while on Edison School of the Arts property, including parking areas, is strictly prohibited, and, as to employees, may result in discipline, up to and including a recommendation for termination.

Reporting to work or being at work or on Edison School of the Arts property while under the influence of alcohol and/or drugs is also strictly prohibited, and, as to employees, may result in discipline, up to and including a recommendation for termination. The use, possession, consumption, control, distribution, sale, transfer, or manufacture of drugs or alcohol in any circumstances, whether on or off Edison School of the Arts property, or before, during, or after working hours, that involves criminal activity or which could bring adverse publicity, public scrutiny or criticism of Edison School of the Arts, or which could cause parents, students, and other employees or third parties dealing with Edison School of the Arts to be fearful or concerned for their safety or the safety of others, is strictly prohibited, and, as to employees, may result in discipline, up to and including a recommendation for termination.

Edison School of the Arts will take appropriate investigative and corrective measures including, but not limited to, searches and compulsory drug/alcohol screening tests whenever it has reasonable suspicion to believe that an employee or other person on Edison School of the Arts property may be violating this policy, or when a person is returning to work after completion of a drug or alcohol rehabilitation program.

Furthermore, it shall be the policy of Edison School of the Arts to require persons applying for and currently holding positions within Edison School of the Arts which involve the potential high risk or significant injury or damage in the event of an accident to undergo a post- offer medical examination prior to hire and periodic medical examination each year after employment, which examinations are to include a drug/alcohol screening test(s), all at the expense of Edison School of the Arts.

The Executive Director, CEO is hereby authorized and directed to develop and adopt a set of administrative regulations to further implement the intent and purpose of this policy with particular attention to identifying those job categories for which post-offer and periodic medical exams with drugs screening tests will be required, and otherwise providing procedures for the enforcement of this Executive Director, CEO policy in this arena.