

Drug and Alcohol Policy

YSCS is dedicated to providing a drug-free workplace and intends to comply with the Federal Drug-Free Workplace Act of 1988. The dangers of employee drug use and the consequent negative effects on the workplace are well known. Drugs and alcohol can impair the judgment, concentration and mental functions of a user and can cause short- and long-term health problems. Drug users and alcohol abusers have higher incidences of absenteeism and accidents, their health care costs are higher, and their presence in the workplace tends to reduce morale and undermine public confidence in the employer.

YSCS prohibits the manufacture, distribution, dispensation or possession of alcohol or controlled substances while on duty, on the premises of Young Scholars Charter School, or on YSCS business. YSCS also prohibits employees from having controlled substances in their system when present on YSCS's premises or on YSCS business. The use of alcohol or controlled substances while on school property or during the school day is strictly forbidden and is cause for immediate discharge. As a narrow exception to this general prohibition, an employee over age 21 may consume limited quantities of alcohol off school premises in connection with YSCS-sponsored activities, provided that the consumption begins after the employee's contracted hours, is limited to amounts of alcohol which will not result in the employee's being legally under the influence of alcohol, and students are not present.

An employee who believes that he or she may have a drug and/or alcohol problem is encouraged to contact our Co-Principals for assistance. If an employee needs an accommodation because of a substance abuse (or any other) problem, it is the employee's responsibility to make this request.