

# POLICIES

Section:	I	Policy/Procedure:	Policy
Classification:	Instructional Program	Descriptor Term:	Drug Education
Rescinds Code:		Descriptor Code:	IDBB
Effective Date:	06/11/92		

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The Board of Education believes that the basic responsibility for teaching the dangers and harmful effects of drug and alcohol abuse lies squarely with the home and community. However, the school system readily accepts its own responsibility for education in this area.

Some of the activities included in the system program concerning the use of drugs and alcohol are as follows:

- establish and provide age-appropriate, developmentally-based drug and alcohol education and prevention programs (which address the legal, social and health consequences of drug and alcohol use and which provide information about effective techniques for resisting peer pressure to use illicit drugs or alcohol) for all students in every year and in every grade from K-12;
- provide instruction that discourages the use of alcohol, tobacco and controlled substances and communicates to students that the use of illicit drugs, the improper use of legally obtained drugs and the unlawful possession and use of alcohol is wrong and harmful;
- establish and maintain operational procedures which exercise direction over the possible use of controlled drugs or alcohol within the system;
- establish and maintain operational procedures to obtain proper assistance for students using controlled drugs or alcohol;
- cooperate with other local, state and private agencies that are involved in the health of students relating to the use of controlled drugs and alcohol;
- provide for other reasonable measures necessary to safeguard the health of students, as related to the use or possession of controlled drugs and alcohol;
- provide information about alcohol and other drug counseling, rehabilitation and re-entry programs available to students; and
- establish and maintain a continuing in-service education program for teachers with specific emphasis on the recognition of behavior brought on by drug or alcohol use and the immediate steps that should be taken to bring problems to the attention of school authorities.

**Cross References:**

**Legal Reference:** O.C.G.A., 20-2-44 Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226)

**Reference:**

**Adopted Date:** 07/01/86

**Revision Date:** 08/09/90

**Scope Notes:**

**Status:** Current

Section: G  
Classification: Personnel

Policy/Procedure: Policy  
Descriptor Term: Employee Drug  
and Alcohol  
Testing  
Descriptor Code: GAMA

Rescinds Code:  
Effective Date: 11/11/99

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Beginning January 1, 1995, all Board employees holding a commercial driver's license who also operate or have reason to move a school bus or other commercial motor vehicle in connection with their employment, as well as all applicants and current employees seeking a position covered by this policy, shall be subject to testing for evidence of the use of alcohol and illegal drugs in accordance with state and federal law.

Positions covered by this policy include school bus drivers, substitute school bus drivers, mechanics, maintenance workers and warehouse workers, as well as coaches, teachers, administrators and other employees who perform or will perform driver duties. Persons employed in a covered position are covered regardless of whether they are employed on a full-time, part-time, temporary, casual or intermittent basis.

Drivers and prospective drivers covered by this policy shall be provided with a copy of this policy, the administrative procedure implementing this policy, and other educational materials explaining the requirements of the drug and alcohol testing program. A signed statement acknowledging receipt of these materials shall be obtained from each current driver prior to implementing the testing program and from prospective drivers before employing them in a position covered by this policy.

Prospective drivers who refuse to submit to any test required under this policy, tamper with a test specimen, or test positive for alcohol or any illegal drug will be denied employment in any position covered by this policy. Drivers, who refuse to submit to any test required under this policy, tamper with a test specimen, or test positive for alcohol or any illegal drug may have their employment terminated or face other sanctions. A school bus driver who is found to have used an illegal drug or who refuses to provide body fluids when requested in accordance with drug or alcohol testing pursuant to O.C.G.A., 20-2-1120, shall be terminated from employment.

Compliance with this policy does not excuse compliance with any other Board policy, procedure, statute or regulation dealing with drugs and alcohol.

[Link to Procedure](#)

Cross References:

Legal Reference: Omnibus Transportation Employee Testing Act of 1991, 49 USC 2716 et seq.; 49 CFR Parts 40 and 382; Random Drug and Alcohol Testing for School Bus Drivers, O.C.G.A., 20-2-1120 et seq.; Ga. Bd. Ed. Rule 160-5-3-.15

Reference:

Adopted Date: 12/08/94

Revision Date:

Scope Notes:

Status: Current

Section: G  
Classification: Personnel

Policy/Procedure: Policy  
Descriptor Term: Employee/Public  
Use of Tobacco  
Products

Rescinds Code:

Descriptor Code: GAN/KMA

Effective Date: 08/01/92

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### Tobacco Free Environment

The use of tobacco products is prohibited by employees and the public in all Board of Education buildings. Employees will not use tobacco products in the presence of students on Fulton County School property or at school-related activities.

Cross References: GAN - Administrative Procedure

Legal Reference:

Reference:

Adopted Date: 09/10/87

Revision Date:

Scope Notes:

Status: Current

Section: G  
Classification: Personnel

Policy/Procedure: Policy  
Descriptor Term: Staff Rights and Responsibilities

Rescinds Code:

Descriptor Code: GAM

Effective Date: 08/09/90

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### Drug-Free Workplace

The Board of Education recognizes that a drug-free workplace promotes employee productivity and facilitates the accomplishment of the school system's missions and goals.

In accordance with federal and state law, the Board hereby declares that the unlawful manufacture, distribution, dispensation, possession, sale or use of illegal drugs and alcohol on its premises or at any of its activities is prohibited for all employees. Specific disciplinary sanctions will depend upon the circumstances of the violation, but may include referral for prosecution, completion of an appropriate rehabilitation program at the employee's expense, suspension from employment, termination of employment and other disciplinary measures as appropriate.

As a condition of employment, each employee must abide by the terms of this policy and must notify the Board within five days after any criminal conviction for a drug violation occurring in the workplace.

In furtherance of its efforts to promote a drug-free workplace, the Board will maintain an awareness program to inform employees about the dangers of drug and alcohol abuse and about any drug and alcohol counseling and rehabilitation programs that may be available for employees. A copy of this policy will be distributed to all employees.

#### Cross References:

Legal Reference: Drug-Free Workplace Act of 1988 (public Law 100-690); Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226); Drug-Free Public Workforce Act of 1990 (O.C.G.A., 45-23-1, et seq.)

#### Reference:

Adopted Date:

Revision Date:

Scope Notes:

Status: Current