

**Alcohol, Tobacco, and Drug-Free Workplace**

**Purpose**

The Bethany Board of Education (Board) is concerned with the importance of maintaining a safe and healthy working and learning environment for all staff and students.

The Board directs the Superintendent to promulgate administrative regulations in furtherance of this policy.

All employees must abide by the terms of this policy and administrative regulation as a condition of employment. This policy and administrative regulation are adopted in accordance with state law and the Drug-Free Workplace Act.

Legal References:      Connecticut General Statutes § 19a-342a  
                                 Connecticut General Statutes § 19-443(6)  
                                 Drug-Free Workplace Act, 102 Statutes 4305-4308  
                                 Drug-Free Schools and Community Act, Public Law 99-570, as amended  
                                 21 U.S.C. 812, Controlled Substances Act, I through V, 202  
                                 21 C.F.R. 1300.11 through 1300.15 Regulation  
                                 54 Federal Register 4946 (1989)  
                                 Pro-Children Act of 2001, 20 U.S.C. § 7973, as amended by the Every Student  
                                 Succeeds Act, Public Law 114-95, § 4001

Policy adopted:      September 9, 1991  
Policy revised:      March 12, 2014  
Policy revised:      April 8, 2015  
Policy revised:      March 9, 2016  
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Source: CABE