

# **POLICY GBEC**

## **Board of Education Las Cruces Public Schools**

**Related Entries:** GBEC-R, GBGC, GBGC-R

**Responsible Office:** Associate Superintendent for Operations

**Applicable To:**  Union Certified Employees  Union Classified Employees  Non-Union Employees  
 All Employees

### **DRUG-FREE/ALCOHOL-FREE WORKPLACE**

#### **I. PURPOSE**

To ensure that the Las Cruces Public Schools maintain drug-free and alcohol-free school buildings, campuses and school district facilities.

#### **II. BACKGROUND**

The Board of Education recognizes the need for a drug-free/alcohol-free workplace, as part of an educational system focused on providing the best education possible to its students.

#### **III. DEFINITIONS**

1. “*Alcoholic beverage*” means a beverage with no less than one-half percent alcohol and includes wine, beer, fermented, distilled, rectified and fortified beverages, NMAC 6.12.4.7A.
2. “*Illicit drugs*” means steroids, and prescription and over-the-counter medications being used for an abusive purpose or when they are not used in compliance with the prescription or directions for use and are not being used to treat a current health condition, NMAC 6.12.4.7B.
3. “*Mood-altering substances*” means substances that include, but are not limited to paint, glue, aerosol sprays and similar substances, NMAC 6.12.4.7C.

#### **IV. POSITION**

- A. This policy applies to all school district employees (faculty and staff).
- B. The school district prohibits the use of alcoholic beverage possession or use, and illicit drug possession or use by school staff in school buildings and/or on school property, NMAC 6.12.4.8; P.L. 107-110, Title IV, Part A.
- C. The school district will inform school personnel of this policy.
- D. The district will offer confidential services to staff through an Employee Assistance/Wellness Program to help resolve problems, commensurate with

federal, state and local statutes, associated from the misuse of alcohol or drugs, 67-9A-27 NMSA 1978 [see LCPS Policy GBGC: Employee Assistance/Wellness].

- E. The Superintendent of Schools shall promulgate a regulation for the enforcement of this policy, which shall include reporting to a designated person, without fear of retaliation, any known or suspected instances of alcoholic beverage or illicit drug possession or use.

**V. REVIEW**

This policy shall be reviewed on an ongoing basis in accordance with the Board of Education policy review process.



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*Board of Education, President*

October 19, 2010

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*Date Approved*

**History:** New policy, was previously combined with #206; 10.19.10

**Legal Reference:** NMAC 6.12.4.8; P.L. 107-110, Title IV, Part A – Safe and Drug-Free Schools and Communities Act