

PRINCE ALBERT ROMAN CATHOLIC SEPARATE SCHOOL DIVISION NO. 6

POLICY ITEM: Drugs and Alcohol	CODE: IGFAA
LEGAL STATUS: Board Motion #236.18	DATE APPROVED: 01 Oct 18

Background:

The Board of Education believes in providing the best learning and working conditions for students and staff. The Board also acknowledges schools are safety-sensitive environments and in particular, the Board wishes to establish an environment that is committed to the health and safety of its students, employees and the public as it pertains to the school environment with drugs and alcohol.

Employees have the right to work and students have the right to be educated in an environment free of substance abuse and with persons free from the effects of drugs or alcohol. Drugs and alcohol are hazards to the school environment and to the credibility and reputation of the School Division. The Board has an educational and societal responsibility to prohibit the student and employee use or possession of alcohol and drugs at all buildings and property owned by the Division.

Policy:

The Board of Education declares that every effort shall be made to prohibit alcohol, cannabis, illegal drugs and/or drugs that may cause impairment in schools and in school-based activities, on school premises and at school sponsored events.

Guidelines:

1. Students and employees shall not use, consume, possess, distribute, offer for sale, or sell alcohol, cannabis, illegal and recreational drugs and drug paraphernalia, prescribed drugs for which the student or employee does not have a prescription or prescribed drugs which may cause impairment.
2. Students and employees shall not be impaired or under the influence or be unfit for school or work due to drugs, alcohol, cannabis or other substances which may be illegal and/or cause impairment.
3. Anyone who is in possession of, distributes, sells or supplies alcohol, cannabis and/or illegal drugs that cause impairment on school premises, school buses or at any school-based activity that is unlawful under any statute, regulation or legislation, shall be dealt with in accordance with the laws, policies, suspensions and expulsions and will be referred to the appropriate enforcement agencies.
4. Employees shall not be impaired or under the influence while operating a school division vehicle or their personal vehicle for division-related purposes.
5. Students and employees shall not have a strong odour on their person of alcohol or cannabis.
6. Students, staff and parents of this school division shall be informed that the Prince Albert Roman Catholic Separate School Division No. 6 prohibits alcohol, illegal and/or drugs that may cause impairment. Communication to students, and parents/guardians, of the policy rests with the Principal and staff.

7. Students, staff, parents/guardians and guests are expected to adhere to all policies, guidelines and administrative procedures regarding this matter. Users of rental or leased space in facilities are to be notified by the Principal and must comply with this policy.
8. Smoking, vaping, ingestion, possession of, distribution of, sales or use of alcohol, cannabis, illegal drugs and/or drugs that cause impairment on any property (buildings, school buses, board approved transportation and grounds) owned/leased by the Prince Albert Roman Catholic Separate School Division No. 6 is prohibited.
9. The Blessed Sacrament of consecrated wine will be permitted for Eucharistic celebrations only.
10. Alcohol will be permitted at adult only functions with the prior approval of the Chief Financial Officer and provided that appropriate legal permits have been obtained by the group or organization as per Policy FK – Use of Facilities by Staff and Community.

Procedures:

1. The Principal will supervise the sharing of this information and notifications to students and staff.
2. School personnel shall support the school community by cooperating with parents/guardians, community agencies and law enforcement to address problems associated with alcohol, cannabis, and other drug usage. This may include and is not limited to drug awareness education, working with health authority agencies, law enforcement agencies and other services.
3. There will be zero tolerance for recreational use by students and employees of alcohol, cannabis and/or illegal drugs. This applies to students and employees who are in possession of, distributes, uses on the way to school, sells or supplies alcohol, cannabis and/or illegal drugs on school premises, school buses or at any school-based activity that is unlawful under any statute, regulation or legislation, shall be dealt with in accordance with the laws and policies. Suspensions and expulsions as well as a referral to appropriate enforcement agencies will occur.
4. Students and employees are prohibited to come to school or work impaired.
5. Students and/or employees who report to school/work under the influence or are determined to be under the influence while at school/work will be required to be assigned to home via safe transportation with further follow-up required.
6. Students and staff are not permitted to promote by any means the use of drugs/cannabis and/or alcohol on school premises, school buses or at any school-based activity that is unlawful under any statute, regulation or legislation; and shall be dealt with in accordance with the laws, policies, suspensions and expulsions and will be referred to appropriate enforcement agencies if necessary.
7. Principal/Vice Principal and/or Senior Administration will investigate all complaints, allegations and suspicions.

8. In the event that medically prescribed cannabis and/or drugs that may cause impairment that must be administered at school to a student, it is incumbent on the parents/guardians/students to advise the principal. Medical information will be required from a medical doctor. Principals will follow guidelines and procedures as outlined by the school division policies as it pertains to this matter. The parameters and plan for managing the medical condition is subject to review by the Director of Education/Designate.
9. Safety is a priority, therefore, in the event a staff member requires medically prescribed cannabis/marijuana and/or drugs that may cause impairment, it is incumbent on the employee to advise the employer of the medical need for the drug prior to returning to work. Medical information from the medical doctor will be requested prior to returning to work. The Saskatchewan Teachers' Federation and Saskatchewan School Boards Association's framework for a Duty to Accommodate March 2013 process will be used to guide the type of medical information required to develop such a plan as well as guide the process to develop the plan. All workplace accommodations and/or restrictions must be reviewed by the Director of Education/Designate before the employee returns to work.
10. The student/guardian and/or the employee must provide updates to the Director of Education/Designate in the event of any changes to the medical information provided at the time of the accommodation plan.
11. As part of an accommodation plan for students and/or employees, the school division will set out the requirements for the possession, use and storage, security of the prescription drug and any associated equipment while on school property.
12. Any prescribed drug allowed as part of an accommodation plan must be used solely for the intended purpose as currently prescribed by the student's or employee's medical doctor.

Definition Drugs:

Taken from Reviewing your Drug and Alcohol Policy: A Toolkit for Schools (2012)

- When we refer to "drugs" – *includes alcohol, medicines, volatile substances solvents, aerosols, glue or petrol and new psychoactive substance legal highs*

References:

Duty to Accommodate – Guide for School Divisions and Saskatchewan Teachers' Federation Members. A Collaborative Project (Saskatchewan School Boards Association and Saskatchewan Teachers' Federation) – March 2013.