

## **Staff Weapons, Drugs, and Alcohol Policy**

### **Weapons**

Carrying, bringing, using, or possessing any dangerous weapon in any school building, on school grounds, in any school vehicle or at any school-sponsored activity without the authorization of the school or the school district is prohibited.

- Firearms, loaded or unloaded, or firearm facsimile that could reasonably be mistaken for an actual firearm.
- Pellet or BB guns or other devices, whether operational or not, designed to propel projectiles by spring action or compressed air.
- Any device designed to be capable of temporarily immobilizing a person by the infliction of an electrical charge.
- Knives include a fixed blade knife with a blade that measures longer than three inches in length or a spring-loaded knife or a pocketknife with a blade longer than three and one-half inches.
- Any other weapon, device, instrument, or substance, whether animate or inanimate, used or intended to be used to inflict death or serious bodily injury.

### **Tobacco**

Use of any tobacco product, including cigarettes and chewing tobacco, in or on school property or during school activities is strictly prohibited. Staff who use tobacco products must do so only after leaving school grounds.

### **Alcohol & Drugs**

Use of any alcohol or unlawful drugs, possession of alcohol or drugs, or being under the influence of alcohol or drugs, in or on school property or during school activities is prohibited. In accordance with the Drug Free Workplace Act of 1988, LCS prohibits the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance during work time, on the LCS premises or any other work sites. A prescription for medical marijuana does not justify possession, use or being under the influence in or on school property. Any employee who takes other prescription medicine that may impact performance may report this circumstance to the Executive Director and request reasonable accommodation.

Any employee who is convicted, or pleads guilty or no contest under a criminal drug statute for a violation occurring in the workplace must notify LCS within 5 business days of such conviction

or plea.

### **Anti-Violence**

Employees must not engage in intimidation, threats or hostile behaviors, physical abuse, vandalism, arson, sabotage, unauthorized use of weapons, unauthorized carrying of weapons on to school property, or any other act, which, in administration's opinion, is inappropriate to the workplace. In addition, employees must refrain from making bizarre or offensive comments regarding violent events and/or behavior. Employees are expected to report any prohibited conduct to administration. Employees should directly contact proper law enforcement authorities if they believe there is a serious threat to the safety and health of themselves or others.

LCS Policy Adopted July 18, 2011  
August 9, 2012

Revised Policy Adopted August 21, 2017

Cross reference: GBED, Tobacco-Free Schools/Workplace  
JICI, Weapons in Schools  
JICH, Controlled Substance Use by Students  
JICH-R, Drug and Alcohol Use by Students