

The Border Land School Division recognizes that substance abuse is a danger to the health and safety of its employees, the students in its charge, and the public visiting Division facilities.

The possession of alcohol, cannabis and/or the use of any illegal substance, mood, or mind altering drugs, by an employee will not be permitted in the workplace.

Employees who, during their work time, are found to be under the influence of or using alcohol and/or cannabis or are in possession of any illegal substance will be removed from the workplace immediately. Disciplinary action will include but is not restricted to the following:

- Verbal warning
- Written warning included in the file of the employee
- Suspension with or without pay
- Dismissal

Disciplinary action for students will be determined by school administration and will be selected from those indicated in the Code of Conduct Procedure 1.A.10

Any employee found to be supplying alcohol or illegal drugs to students will be dismissed immediately.

Smoking is not permitted on any Border Land School Division Property, including busses. As such, all employees must smoke in the designated smoking areas. Disciplinary action for those not following this direction will include but is not restricted to the following:

- Verbal warning
- Written warning included in the file of the employee
- Suspension with or without pay
- Dismissal

Disciplinary action for students will be determined by school administration and will be selected from those indicated in the Code of Conduct Procedure 1.A.10