

## ALTERNATIVE HIGH SCHOOL DRUG POLICY

### **POLICY**

Jobworks Employment Education Programs Inc. ("Jobworks") recognizes that drugs, alcohol, and/or controlled substances used inappropriately or illegally are harmful to the physical and mental well-being of individuals and affects social and educational development. Jobworks will not tolerate the use, possession, distribution, and/or sale of drugs, alcohol, and/or controlled substances. Students will be prohibited from attending under the influence of drugs, alcohol, and/or controlled substances. Jobworks supports the collaboration with parents/legal guardians and other community organizations to ensure that the learning environment is safe, comfortable, and drug free.

### **GUIDELINES**

To support a learning environment free of drugs, alcohol, and controlled substances, the Alternative High School program will:

- Follow discipline protocols to address drug related infractions.
- Refer to outside agencies for support and information relating to identification, prevention, intervention, and recovery.
- Work with parents/legal guardians.
- Use good judgment when dealing with incidences related to drugs, alcohol, and/or controlled substances. Staff has the right, under the *Manitoba Public School's Act*, to act as a wise and judicious parent and will ensure that all students are provided equal opportunity to learn in a safe and non-threatening environment.

## PROCEDURES

The Drug Policy of the Alternative High School program prohibits the use, possession, distribution, and/or sale of drugs, alcohol, and/or controlled substances on school property, while traveling to and from school activities/events, and while offsite for school activities/events. Appearing under the influence of drugs, alcohol, and/or controlled substances is prohibited. The only exception is for prescription drugs and such needs must be disclosed to staff during intake.

The Alternative High School program will respond in the following manner to the use/suspected use of drugs, alcohol, and/or controlled substances:

- Ask the student to leave the class for an Informal Interview with school staff and/or administrator(s)/appropriate personnel to discuss the incident and the change in behavior and/or appearance.
- Ask the student to leave for the remainder of the day. This will result in either one or two unexcused absences depending on the time of day the incident occurs.
- Contact a parent/legal guardian.
- Arrange for a safe departure.
- Arrange a Formal Interview with school staff and/or administrator(s)/appropriate personnel, the student, and a parent/legal guardian to discuss the situation and consequences. The student will not be permitted to return until the Formal Interview has taken place.

In addition to the above, the Alternative High School program may also respond to the use/suspected use of drugs, alcohol, and/or controlled substances in the following ways:

- Request a search of the student's personal belongings in the presence of school staff and/or administrator(s)/appropriate personnel.
- Suspend the student. Conditions of return are determined by Alternative High School program staff and/or administration.

- Call the Police or an appropriate Service Agency.
- Refer the student to attend an external program and/or counseling.
- Ask the student to leave the Alternative High School program.
- Expel the student.
- Invoke any other consequences/recommendations deemed appropriate by Alternative High School program staff and/or administration.

The Alternative High School program will respond in the following manner to a suspected possession of drugs, alcohol, and/or controlled substances:

- Ask the student to leave the class for an Informal Interview with school staff and/or administrator(s)/appropriate personnel to discuss the incident.
- Request a search of the student's personal belongings in the presence of school staff and/or administrator(s)/appropriate personnel.
- Contact a parent/legal guardian.

In addition to the above, the Alternative High School program may also respond to a suspected possession of drugs, alcohol, and/or controlled substances in the following ways:

- Call the Police or an appropriate Service Agency.
- Ask the student to leave the Alternative High School program.
- Expel the student.
- Invoke any other consequences/recommendations deemed appropriate by Alternative High School program staff and/or administration.

The Alternative High School program will respond in the following manner to the possession of drugs, alcohol, and/or controlled substances:

- Ask the student to leave the class for an Informal Interview with school staff and/or administrator(s)/appropriate personnel to discuss the incident.
- Confiscate the drugs, alcohol, and/or controlled substances if possible.
- Ask the student to leave for the remainder of the day. This will result in either one or two unexcused absences depending on the time of day the incident occurs.
- Contact a parent/legal guardian.
- Arrange for a safe departure.
- Arrange a Formal Interview with school staff and/or administrator(s)/appropriate personnel, the student, and a parent/legal guardian to discuss the situation and consequences. The student will not be permitted to return until the Formal Interview has taken place.

In addition to the above, the Alternative High School program may also respond to the possession of drugs, alcohol, and/or controlled substances in the following ways:

- Request a search of the student's personal belongings in the presence of school staff and/or administrator(s)/appropriate personnel.
- Suspend the student. Conditions of return are determined by Alternative High School program staff and/or administration.
- Call the Police or an appropriate Service Agency.
- Refer the student to attend an external program and/or counseling.
- Ask the student to leave the Alternative High School program.
- Expel the student.

- Invoke any other consequences/recommendations deemed appropriate by Alternative High School program staff and/or administration.

The Alternative High School program will respond to distribution and/or sale of drugs, alcohol, and/or controlled substances in the following manner:

- Call the Police and any appropriate Service Agency immediately.
- Ask the student to leave the class for an Informal Interview with school staff and/or administrator(s)/appropriate personnel to discuss the incident.
- Confiscate the drugs, alcohol, and/or controlled substances if possible.
- Ask the student to leave the Alternative High School program.
- Contact a parent/legal guardian.

In addition to the above, the Alternative High School program may also respond to the distribution and/or sale of drugs, alcohol, and/or controlled substances in the following ways:

- Refer the student to attend an external program and/or counseling.
- Expel the student.
- Invoke any other consequences/recommendations deemed appropriate by Alternative High School program staff and/or administration.

\*\*\* Students who refuse to discuss the situation or refuse a search of personal belongings will be asked to leave the Alternative High School program immediately. \*\*\*