

## **15. Drug and Alcohol Free Policy**

The Blue Island Public Library recognizes that non-medical use of controlled substances is hazardous to the health of its patrons and employees. Additionally, the use of alcohol by patrons is recognized as both hazardous and often illegal; and the irresponsible use of alcohol by employees is detrimental to the Library. The illicit manufacture, use, possession, or distribution of controlled substances, look-alike drugs, drug paraphernalia, and the manufacture, use, possession or distribution of alcoholic beverages, marijuana and its derivatives as defined by Illinois and Federal statute, at any time, is not permitted in any Library location.

“Library location” means any Library building, or other premise, in any Library-owned vehicle, or at any Library-sponsored activity where patrons or employees are engaged in activities under the jurisdiction of the Library. This includes any period of time when an employee is supervising students on behalf of a school district, or is otherwise engaged in Library business.

Any employee who violates the term of the Library’s drug and alcohol policy may be suspended or terminated pursuant to the rules and regulations of the Library and applicable state statutes. The Library may in its discretion refer incidents to appropriate legal authorities for prosecution when this policy is violated. Sanctions against employees shall be in accordance with proscribed Library regulations and procedures. The Library’s employees, as a condition of their employment agree to abide by the terms of this policy and to notify the Library no later than five (5) days after a conviction, of any criminal drug or alcohol statute conviction for a violation occurring at a Library location. The Library if or when required by law shall report such conviction to the appropriate authorities.

A patron who violates the terms of this policy may be expelled from the Library location involved, or any Library location at the discretion of the Library. Use privileges may be suspended for a specific period of time. The Library may, in its discretion, refer incidents to appropriate legal authority for prosecution when this policy is violated. Sanctions against patrons shall be in accordance with prescribed Library regulations and procedures.

The Library shall obtain and make available materials from local, system, state and national anti-drug and alcohol abuse organizations and where appropriate, enlist the aid

of community and state organizations with drug and alcohol information and rehabilitation programs to provide information to Library patrons and employees.

Approved: 10/95

Reviewed: 3/98