



**BLUE OAK SCHOOL**  
A WALDORF-INSPIRED PUBLIC CHARTER (K-8)

Board Policy: #4020  
Section: 4000 Personnel  
Adopted:  
Revised:

### SUBSTANCE ABUSE

Blue Oak Charter Council is committed to providing a safe, comfortable and productive work environment for its employees. No employee shall unlawfully manufacture, distribute, dispense, possess, use or be under the influence of any alcoholic beverage, drug or controlled substance at Blue Oak School. These prohibitions apply before, during and after school hours. A school workplace is any place where school work is performed, any school-owned or school-approved vehicle used to transport students to and from school or school activities; any off-school sites when accommodating a school-sponsored or school-approved activity or function where students are under school jurisdiction; or during any period of time when an employee is supervising students on behalf of the school or otherwise engaged in school business.