

### **307 Drug and Alcohol Free Library Policy**

The Nippersink Public Library District recognizes that the non-medical use of controlled substances is hazardous to the health of the patrons and employees of the library. Additionally, the irresponsible use of alcohol by employees and patrons may be detrimental to the library environment. 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 at any library location.

“Library location” means in any library building, on any library premises, 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.

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 director and use privileges may be suspended for a specified period of time. The library director may, in his or her 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.

Any employee who violates the terms 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 prescribed library regulations and procedures.