

DRUG AND ALCOHOL FREE LIBRARY POLICY

The Wood Dale Public Library District recognizes the non-medical use of controlled substances, or the inappropriate use of controlled substances, is hazardous to the health of the patrons and employees of the Library. 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 environment. The illicit manufacture, use, possession, or distribution of alcohol or controlled substances, look-alike drugs, drug paraphernalia, marijuana, THC-infused products and its derivatives, as defined by Illinois and Federal statute, at any time, is not permitted at any Library location. Individuals present on Library property or at a Library location who are impaired are in violation of this Policy.

An individual is considered impaired when he or she manifests specific, articulable symptoms that decrease or lessen performance of duties or tasks including symptoms of speech, physical dexterity, agility, coordination, demeanor, irrational or unusual behavior, negligence or carelessness in operating equipment, disregard for the safety of others, or carelessness that results in any injury to others or to property.

“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. This shall include 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 this Policy may be suspended or terminated pursuant to the rules and regulations of the Library and applicable state statutes. The Library may, in its sole 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. 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 sole discretion of the Library, and use privileges may be suspended for a specified period of time. The Library may, in its sole discretion, refer incidents to appropriate legal authority for prosecution when this Policy is violated. Sanctions against patrons shall be in accordance with Library regulations and procedures.

The Library may obtain and make available materials from local, system, state, and national antidrug 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 the Library patrons and employees.

In order to make patrons and employees aware of the dangers of drug, alcohol, and substance abuse, this Policy will be distributed to all employees and prominently posted at the Library. Patrons and, in the case of minors, their parents shall be advised of this Policy in the same manner as they are advised of the Library’s disciplinary policies and procedures.

The Library may conduct a periodic review and evaluation of this Policy to evaluate its effectiveness and to implement changes, if appropriate.

Reviewed by the Board of Library Trustees of the Wood Dale Public Library District

12/16/2013; 11/16/2015; 11/20/2017; 11/18/2019.