

<p>3. Confidentiality</p> <p>4. Violations</p>	<p>or is under the influence of any prohibited substance.</p> <p>The privileged confidentiality between students or employees, and guidance counselors, school nurses, school psychologists, home and school visitors and other school employees shall be respected. Confidentiality communication made to school employees shall not be revealed without student or parent consent unless the use of prohibited substances is concluded to affect the student’s health and welfare of others.</p> <p>An employee violates this policy when s/he unlawfully manufactures, uses, possesses, distributes or attempts to distribute any prohibited substance on school premises, at any school-sponsored activity at any location, or while traveling to and from school-related activities.</p> <p>This includes any employee who conspires, aids or abets the use, abuse, possession, constructive possession, or distribution of prohibited substances.</p> <p>Employees who violate this policy will be referred for prosecution.</p>
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