



Help Us Challenge Random Drug Testing of Hawaii's Educators!

Government drug testing of individuals without cause is ineffective, expensive and unconstitutional. Yet, Hawaii now plans to randomly drug test many of its public education employees.

If you are a public education employee and would like to join a legal challenge against the random drug testing of you and your colleagues, the American Civil Liberties Union would like to hear from you.

Please visit us on the web at: www.ACLU.org/TeachersJoinUs or call us toll free at: [\(888\) 9-JoinUs](tel:8889JoinUs).



Your right to privacy is worth fighting for!

NO PRICE TAG ON PRIVACY!

Hawaii is moving forward with a plan to randomly drug test many of its school employees, including teachers, librarians and counselors. In addition to making a mockery of the fundamental rights taught in Hawaii's classrooms, this scheme will sap scarce resources from already depleted school coffers while doing nothing to advance the safety of Hawaii's students.

Fortunately, Hawaii's educators are challenging this affront to their fundamental rights, and the American Civil Liberties Union and ACLU of Hawaii are here to help. Every American has a constitutional right to privacy, and it is worth fighting for. We assure you that all parties, including your employer, are barred by law from any retaliation for your participation in this lawsuit, and the ACLU will keep your personal information strictly confidential. We ask so much of our educators. Asking them to give up their fundamental right to privacy goes too far.

Will 13,000 People Have to Pay the Price for Four Bad Apples?

During Hawaii's 2006-07 school year, four members of Hawaii's primary group of public education employees, Bargaining Unit 5, were arrested for drug-related offenses. While no evidence has been presented that any of these incidents impacted students in any way, some of Hawaii's elected officials nonetheless seized upon the opportunity to leverage fear for political gain by calling for the random drug testing of educators.

Bargaining Unit 5 was at that time deep in contentious contract negotiations. Unable to secure an adequate wage increase, educators now found themselves faced with a deeply troubling offer: accept random drug testing in exchange for a living wage. Following a brief but heated deliberation, the deal was approved by a slight majority.

The Constitution does not, however, allow us to put a price tag on our right to privacy and so this unconstitutional politicization of public education will soon be challenged in court.

An Affront to the Fourth Amendment

The Fourth Amendment of the Bill of Rights protects Americans from unreasonable searches. Invasive, embarrassing and unprovoked examination of bodily fluid is a glaring violation of the fundamental right to personal privacy. In this age of government overreach, the wisdom of the founding fathers bears repeating: Those willing to sacrifice liberty for illusory security deserve neither and will lose both.

An F for Effectiveness

In addition to clear constitutional concerns, random drug testing simply does not work. As the National Academy of Sciences concluded following a thorough analysis of the evidence, "Despite beliefs to the contrary, the preventive effects of drug-testing programs have never been adequately demonstrated."

An Offensive Lesson

Random drug testing conveys an abhorrent civics lesson to Hawaii's youth. Students should be taught to cherish and uphold our constitutional rights, including the fundamental right of personal privacy. As obvious role models entrusted with instructing students on the proper role of government and the importance of democracy, educators should not be forced to sign-off on government overreach in return for an adequate paycheck.

Educators Deserve Respect and Students Deserve the Best

Teachers should be judged by their performance in the classroom, not the bathroom. School administrators already have the ability to discipline and even dismiss problematic employees for legitimate reasons. Imposing random drug tests could very well result in the loss of quality educators who are unwilling to abandon their principles and relinquish their constitutional rights.