

Central Point School District 6

Code: **GBCBA**
Adopted: 8/28/01
Orig. Code(s): GBCBA

Alcohol/Controlled Substance Use

The following conduct is strictly prohibited and will subject an employee to immediate discipline, including termination:

The buying, selling, transportation, possession, providing or use of intoxicants or any controlled substance as defined by law while on district property, during work hours (including meal periods), and while assigned to extra duty or special projects, including those held after or in addition to regular school hours or at any district sponsored activity off district property.

If the district has reasonable grounds to believe that an individual is under the influence of intoxicants or any controlled substance, the district may require the individual immediately submit to a field impairment test, blood alcohol content test or breathalyzer test. Refusal to immediately submit to such tests may result in disciplinary action, up to and including dismissal.

The district reserves the right, with prior notice and reasonable suspicion, to conduct searches on district property of employees and/or their personal property. The district also reserves the right to conduct searches of district property, vehicles or equipment at any time. A refusal to submit to a search may result in disciplinary action, up to and including dismissal.

END OF POLICY

Legal Reference(s):

[ORS Chapter 475](#)
[ORS 657.176](#)
[ORS 659.840](#)
[ORS 659A.300](#)

[OAR 581-053-0220\(3\)\(h\)](#)
[OAR 581-053-0230\(9\)\(t\)](#)
[OAR 581-053-0330\(1\)\(n\),\(o\)](#)
[OAR 581-053-0420\(3\)\(c\)](#)
[OAR 581-053-0430\(13\),\(14\)](#)

[OAR 581-053-0531\(12\),\(13\)](#)
[OAR 581-053-0615\(2\)\(c\)\(D\)\(ii\)](#)
[OAR 581-053-0620\(1\)\(s\)](#)
[OAR 584-020-0040](#)
[OAR 839-006-0200 to -0265](#)

Controlled Substances Act, 21 U.S.C. § 812; Schedules of Controlled Substances, 21 C.F.R. §§ 1308.11 - 1308.15 (2006).
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).

Cross Reference(s):

GBEC - Drug-Free Workplace