

Central School District 13J

Code: **GBEC**
Adopted: 8/09/04
Readopted: 6/06/11
Orig. Code(s): GBEC

Drug-Free Workplace

No employee engaged in work in connection with a direct federal grant or contract of \$100,000 or more shall unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance or alcohol, as defined in schedules I through V of the Controlled Substances Act (21 U.S.C. § 812) and as further defined by regulation at 21 C.F.R. § 1308.11-1308.15.

“Workplace” is defined to mean the site for the performance of work done in connection with the work assignment. That includes any school building or any school premises; any school-owned vehicle or any other school-approved vehicles used to transport students to and from school or school activities; nonschool property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where student are under the jurisdiction of the school district and where the school employee is performing his/her work assignment.

As a condition of employment, employees must abide by this policy and inform the district within five days of any criminal drug conviction that occurred in the workplace.¹

The district shall provide an annual drug-free awareness program. The program shall include information about the dangers of drug abuse in the workplace, a copy of the district’s policy and information about the district’s employee assistance program. The program shall also include the consequences of violating the district’s policy.

The district shall make a good faith effort to continue to maintain a drug-free workplace.

Violation of this policy may result in discipline up and including discharge or a requirement that the employee participate satisfactorily in a drug abuse assistance or rehabilitation program.

END OF POLICY

¹Districts directly receiving grants or contracts of \$25,000 or more from the federal government are required to meet this obligation.

Legal Reference(s):

[ORS 243.650](#)

[ORS 336.222](#)

[ORS Chapter 475](#)

[ORS 342.721](#)

[ORS 342.723](#)

[ORS 342.726](#)

[ORS 657.176](#)

[ORS 809.260](#)

[OAR 581-022-0416](#)

[OAR 584-020-0040\(5\)\(e\)](#)

Drug-Free Workplace Act of 1988, 41 U.S.C. §§ 701-707 (2006); General Principles Relating to Suspension and Debarment Actions, 34 C.F.R. §§ 85.600 - 85.645 (2006).

Controlled Substances Act, 21 U.S.C. § 812; Schedules of Controlled Substances, 21 C.F.R. §§ 1308.11 - 1308.15 (2006).

Safe and Drug-Free Schools and Communities Act, 20 U.S.C. §§ 7101-7117 (2006).