

Drug-Free Workplace

No employee engaged in work in connection with a direct federal grant or contract of \$25,000 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 section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 CFR 1300.11 through 1300.15.

“Workplace” is defined to mean the site for the performance of work done in connection with a federal grant or contract. That includes any school building or any school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; off school property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district where work on a federal grant is performed.

**Each employee who is engaged in work related to a direct federal grant or contract of \$25,000 or more, shall notify his/her supervisor of his/her conviction of any criminal drug statute based on conduct occurring in the workplace, as defined above, no later than 5 days after such conviction.

**Each employee who is engaged in work related to a direct federal grant or contract of \$25,000 or more, shall abide by the terms of this district policy establishing a drug-free workplace.

**An employee who violates the terms of this policy shall satisfactorily participate in a drug abuse assistance or rehabilitation program approved by the Board. If the employee fails to satisfactorily participate in such program, employment may be suspended, his/her contract non-renewed or be dismissed, at the discretion of the Board.

Sanctions against employees, including non-renewal, suspension and termination, shall be in accordance with prescribed district administrative regulations and procedures.

END OF POLICY

Legal Reference(s):

ORS 243.650
ORS 336.222
ORS Chapter 475
ORS 657.176
ORS 809.260

OAR 584-020-0040 (5)(e)

Drug-Free Workplace Act of 1988, 41 U.S.C. Sections 701-707; 34 CFR Part 85, Subpart F.
Controlled Substances Act, 21 U.S.C. Section 812, schedules I through V; 21 CFR 1308.11-1308.15 (2000).
Safe and Drug-Free Schools and Communities Act, 20 U.S.C. Sections 7101-7117.

Cross Reference(s):

GBCBA - Alcohol/Controlled Substance Use

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