

# Eagle Point School District 9

Code: **GBEC**  
Adopted: 9/01/89  
Revised/Readopted: 11/14/01; 7/09/08  
Orig. Code(s): 3320; 4320

## Drug-Free Workplace

No employee 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. Section 812) and as further defined by regulation at 21 CFR 1308.11-1308.15.

“Workplace is defined as the site for the performance of work done in connection with a federal grant or contract. That includes any place where work on a school district federal grant is performed, including a school building or other school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school-approved 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.”

No district employee shall knowingly sell, market or distribute steroid or performance enhancing substances to kindergarten through grade 12 students with whom the employee has contact as part of employee's district duties; or knowingly endorse or suggest the use of such drugs.

<sup>1</sup>Each employee 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 five days after such conviction.

<sup>1</sup>Each employee 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 jointly approved by the Board and association. If the employee fails to satisfactorily participate in such program, sanctions may be imposed at the discretion of the Board. Any sanctions against employees, including non-renewal, non-extension, suspension and dismissal, shall be in accordance with provisions of state law, the collective bargaining agreement, and prescribed policies and regulations.

END OF POLICY

---

---

<sup>1</sup>Districts 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 657.176](#)

[ORS 809.260](#)

SB 517 (2007)

[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).