

Drug-Free Workplace/Alcohol/Controlled Substance Use – Employees

In compliance with the Drug-Free School and Communities Act Amendment of 1989, the district recognizes the following employee behavior is subject to appropriate sanctions:

- The buying, selling, transportation, possession, providing, or use of intoxicants or any controlled substances as defined by law while on district property, during work hours (including meal periods), and while assigned to special projects directly involving students or the community, including those held after or in addition to regular school hours.
- Reporting to the workplace under the influence of alcohol, intoxicants, or any controlled substance. An individual is considered to be “under the influence of alcohol, intoxicants, and/or a controlled substance” when, in the district’s determination, the controlled substance is at a level that it may impair the individual’s ability to safely and/or efficiently perform assigned work, prevent the employee from presenting a positive role model to students, or cause discredit to the district.
- 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.

The district recognizes its responsibility to provide administration/supervisors with appropriate in-service training and supervision to implement this policy. The administration will develop appropriate regulations, procedures, consent forms, and such notifications as are needed for an orderly implementation of this policy.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 657.176](#)

SB 517 (2007)

[ORS 336.222](#)

[ORS 809.260](#)

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

[ORS Chapter 475](#)

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).