

Gresham-Barlow SD 10

Code: **GBEC**
Adopted: 7/11/94
Revised/Readopted: 1/11/01, 5/2/02,
2/07/08
Orig. Code(s): GBEC

Drug-Free Workplace

The district prohibits the manufacture, distribution, possession and/or use of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substances or alcohol in the workplace.

“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.

No 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 the employee's district duties; or knowingly endorse or suggest the use of such drugs.

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.

The district shall establish a drug-free awareness program. This program shall include information about the impact of drug/alcohol abuse in the workplace and the availability of drug counseling services. Each employee shall also receive as part of the staff handbook a copy of the district's policy, information regarding the district's employee assistance program and other available resources with regard to assistance with drug or alcohol abuse.

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

Violation of this policy may result in discipline up to and including dismissal or a requirement that the employee successfully complete a drug assistance or rehabilitation program.

END OF POLICY

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).

Cross Reference(s):

GBCBA - Alcohol/Controlled Substance Use