

**Grant County
Education Service District**

Code: **GBCBA**
Adopted: 1/26/10
Orig. Code(s): 3430.6

Alcohol/Controlled Substance Use

Alcohol and Drug

The ESD prohibits the manufacturing, distributing, dispensing, possessing and/or use of drugs, including alcohol, in the workplace.

The ESD will make reasonable accommodations for employees suffering a mental disability as defined in 29USCS Subsection 706B or ORS 659.420. An employee whose current use of alcohol or drugs prevents the employee from performing the duties of the job in question, or whose current use of alcohol or drugs constitutes a direct threat to property or to the safety of others, may be suspended or terminated. As a condition of employment, employees must abide by the drug policy as well as inform the district within five days of any criminal drug conviction that occurred in the workplace.

Violation of this policy shall result in an appropriate action such as requiring an employee to participate in a drug abuse program or a rehabilitation program. The district shall take appropriate action up to dismissal.

END OF POLICY

Legal Reference(s):

[ORS Chapter 475](#)
[ORS 657.176](#)
[ORS 659.840](#)
[ORS 659A.300](#)

[OAR 581-053-0220\(3\)\(h\)](#)
[OAR 581-053-0230\(9\)\(t\)](#)
[OAR 581-053-0330\(1\)\(n\),\(o\)](#)
[OAR 581-053-0420\(3\)\(c\)](#)
[OAR 581-053-0430\(13\),\(14\)](#)

[OAR 581-053-0531\(12\).\(13\)](#)
[OAR 581-053-0615\(2\)\(c\)\(D\)\(ii\)](#)
[OAR 581-053-0620\(1\)\(s\)](#)
[OAR 584-020-0040](#)
[OAR 839-006-0200 to -0265](#)

[OAR 581-024-0245](#)

Controlled Substances Act, 21 U.S.C. § 812; Schedules of Controlled Substances, 21 C.F.R. §§ 1308.11 - 1308.15 (2006).
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).