

Grants Pass School District 7

Code: **GBEC-AR**
Adopted: 2/13/96
Readopted: 2/24/04
Orig. Code(s): GBEC-AR

Drug-Free Workplace - Notice to Employees

Because we are concerned with employees' health and well-being, the district will not tolerate alcohol or other drugs being taken during a workshift, including lunch break, or coming to work under the influence of intoxicants.

Therefore, you are hereby notified that it is a violation of Board policy GBEC - Drug-Free Workplace for any employee to unlawfully manufacture, distribute, dispense, possess or use in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance, 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 through 1308.15.

“Workplace is defined as the site for the performance of work done in connection with a federal grant. That includes any place where work on a school district federal grant is performed, including school buildings or other 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.”

You are further notified that compliance with the above policy is a condition of employment. Any employee who is convicted of a criminal drug statute based on conduct occurring in the workplace, shall notify his/her supervisor no later than five days after such conviction. The district may also require drug testing at the district's expense by trained medical personnel. Should these indicate an existence of drugs, the employee will be subject to immediate dismissal.

An employee who violates the terms of the district's drug-free workplace policy may be required to satisfactorily participate in a drug abuse assistance or rehabilitation program approved by the Board. All expenses incurred for rehabilitation will be paid for by the employee or the employee's insurance. If the employee fails to satisfactorily participate in such program, the employee may have his/her employment suspended, his/her contract non-renewed or may be dismissed, at the discretion of the Board.

If you have any questions about this regulation, or if you would like to be referred to an appropriate treatment program, please contact the personnel office. A referral and a leave of absence can be confidentially arranged.