

**Harney Education  
Service District**

Code: **GBEC-AR**  
Revised/Reviewed: 6/11/03; 2/13/13  
Orig. Code(s): GBEC-AR

**Notice to Employees Engaged in Work on Federal  
Grants or Contracts of \$100,000 or More**

You are hereby notified that it is a violation of the policy of the Harney ESD 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 schedule I through V of section 202 of the Controlled Substance Act (21 U.S. C. 812) and as further defined by regulation at 21 CFR 1308.11 through 1308.15. "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; and school-owned vehicle or any other school-approved vehicle used to transport students and/or employees to and from school or school activities; off school property during any school-sponsored or school-approved activities; event of 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."

You are further notified that as a condition of your continued employment in connection with any direct federal grant or contract of \$100,000 or more that you will comply with the above policy of the district and will notify your supervisor of your conviction of any criminal drug statute based conduct occurring in the workplace, no later than five days after such conviction. Any employee who violates the terms of the district's drug-free workplace policy may have his/her employment suspended, his/her contract nonrenewed or nonextended or be dismissed, at the discretion of the Board.