

Helix School District 1R

Code: **GDQ**
Adopted: 1/8/97
Orig. Code(s): None

Drug and Alcohol Testing Transportation Personnel

The Helix School District # 1- R is committed to the establishment of a drug and alcohol misuse prevention program that meets all applicable requirements of the Omnibus Transportation Employee Testing Act of 1991.

Accordingly, all employees subject to commercial driver's license (CDL) requirements shall be prohibited from:

- * The use of drugs, unless a written prescription from a licensed doctor or osteopath is provided;
- * The use of alcohol including:
 - While on duty
 - Eight (8) hours before driving
 - Eight (8) hours following an accident
 - Consumption resulting in prohibited levels of alcohol in the system

Drugs as used in this policy refers to controlled substances as covered by the Omnibus Act, including marijuana, cocaine, opiates, amphetamines, and phenocyclidine (PCP).

All covered applicants and employees shall be subjected to pre-employment/pre-duty drug and alcohol testing, including reasonable suspicion, random and post-accident testing. Return to duty and follow-up testing may also be required.

Pre-employment drug testing costs will be paid for by the employee. all current employee drug and alcohol testing, including reasonable suspicion, random and post-accident testing costs will be paid for by the district.

All offers of employment with the district will be made contingent upon testing results. An applicant who tests positive will not be hired.

Applicants who refuse drug testing will be terminated from employment consideration immediately.

Current employees who test positive will be subject to immediate disciplinary action up to and including dismissal in accordance with board policy. Employees who test positive will be notified of referral services. Additionally, employees may be subject to CDL prohibitions and penalties under the Omnibus Act and applicable Federal Motor Carrier Safety Regulations.

Current employees who refuse to comply with testing requirements will be regarded as testing positive.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)