

Jewell School District 8

Code: **GBEC**
Adopted: 1/21/98
Readopted: 12/15/08
Orig. Code(s): GBEC

Drug-Free Workplace

The Board recognizes that the abuse of alcohol and other drugs interferes with the educational process. It is recognized that chemical dependency is a disease that can be treated successfully.

The Board recognizes its dual responsibilities to:

1. Establish discipline policies and procedures in relation to staff alcohol and other drug abuse;
2. Support staff training and community awareness activities related to alcohol and other drug education. Federal funds will be used, as available, to help meet these responsibilities. A review to determine if the district is meeting its stated responsibilities will be conducted annually by the Drug/Alcohol Advisory Committee.

The district shall provide a drug-free awareness program annually, during in-service. The program shall include information about the dangers of drug abuse in the workplace, a copy of the district's policy and the availability of drug counseling, rehabilitation from outside sources and the district's employee assistance programs, if any. The program shall also include the consequences of violating the district's policy.

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

Staff, while performing the duties of their job (on or off school property during the school day) or attending school-sponsored activities will not manufacture, distribute, dispense, possess, use or abuse alcohol, illicit drugs or any controlled substance not taken at the direction of a physician. Violators of this policy shall be subjected to one or more of the following¹:

1. Notification to proper authorities;
2. Suspension;
3. Informal assessments;
4. Professional assessment;
5. Community service;

¹Districts directly receiving grants or contracts of \$25,000 or more from the federal government are required to meet this obligation.

- 6. Treatment;
- 7. Termination of employment.

As a condition of employment, employees must abide by this policy and inform the district within five working days of any criminal drug conviction that occurred in the workplace.¹

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

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 657.176](#)

SB 517 (2007)

[ORS 336.222](#)

[ORS 809.260](#)

[ORS Chapter 475](#)

[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).