

Drug-Free Workplace

It shall be the policy of the district to provide a drug-free workplace.

1. Definitions:

- a. "Controlled substance" – A controlled substance shall include any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or other controlled substance.
- b. "Alcohol" – Alcohol shall include any form of alcohol for consumption, including beer, wine, wine coolers or liquor.
- c. "Conviction" – A finding of guilt (including a plea of no contest) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.
- d. "Criminal drug statute" – A federal or state criminal statute involving the manufacture, distribution, dispensation, possession or use of any controlled substance or alcohol.
- e. "Drug-free workplace" – A site for the performance of work at which employees are prohibited from engaging in the manufacture, distribution, dispensation, possession or use of a controlled substance or alcohol.

2. Purpose

The purpose of this policy is to promote safety, health and efficiency by prohibiting, in the workplace, the manufacture, distribution, dispensation, possession or use of a controlled substance or alcohol including, but not limited to, being under the influence of any controlled substance or alcohol.

3. Applicability

This policy applies to all employees, including, but not limited to, those exempt, unclassified, management service, classified, and temporary employees who are paid directly or indirectly from funds received under a federal grant or contract.

4. Prohibitions

An employee shall not, in the workplace, manufacture, distribute, dispense, possess, use or be under the influence of a controlled substance or alcohol.

5. 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.

6. Compliance with policy

An employee shall, as a condition of employment, abide by the provisions of this policy.

7. Sanctions and remedies¹

- a. The district, upon determining that an employee has engaged in the unlawful manufacture, distribution, dispensation or possession of a controlled substance or alcohol or upon having reasonable suspicion, under Section 8 of this policy, of employee use of a controlled substance or alcohol in the workplace or be under the influence of an intoxicant in the workplace, shall, pending any criminal drug statute conviction for a violation occurring in the workplace, take action with regard to the employee determined to be appropriate which may include transfer, granting of leave with or without pay, or suspension with or without pay, or dismissal.
- b. Within 30 days of an employee's criminal drug statute conviction for a violation occurring in the workplace, the district shall:
 - (1) Take action with regard to the employee determined to be appropriate which may include discipline up to and including termination and/or;
 - (2) Require satisfactory participation by the employee in a drug abuse assistance or rehabilitation program approved for such purpose by a federal, state or local health, law enforcement, or other appropriate agency.

8. Basis for reasonable suspicion of employee use of controlled substance/alcohol

Reasonable suspicion of employee use of a controlled substance or alcohol shall be based upon any of the following:

- a. Observed abnormal behavior or impairment in mental or physical performance (for example, slurred speech or difficulty walking);
- b. Reporting for work under the influence of alcohol, intoxicants or any controlled substance. An individual is considered to be "under the influence of alcohol, intoxicants and/or a controlled substance" when, in the district's determination, the controlled substance, alcohol or intoxicant is at a level that it may impair the individual's ability to safely and/or efficiently perform assigned work OR prevent the employee from presenting a positive role model to students;
- c. Direct observation of use in the workplace;
- d. The opinion of a medical professional;
- e. Reliable information concerning use in the workplace, the reliability of any such information shall be determined by employer;
- f. A work-related accident in conjunction with a basis for reasonable suspicion as listed above.
- g. Teachers and staff are obligated to report "reasonable suspicions" of violations of this policy.

¹Districts directly receiving grants or contracts of \$100,000 or more from the federal government are required to meet this obligation.

9. Safety Sensitive Positions

If the district has reasonable grounds to believe that an employee is under the influence of intoxicants, including alcohol or any controlled substance, the district may require employees in certain safety sensitive positions to submit to immediate testing by trained medical personnel. Refusal to submit immediately to such tests may result in disciplinary action, up to and including dismissal. "Reasonable grounds" may include, but are not limited to, such things as slurred speech, dilated pupils, peculiar odors and unsteady balance.

Safety sensitive positions will be determined by the Board or the superintendent in conformance with existing law.

An employee having a drug or alcohol problem is encouraged to seek assistance, on a confidential basis, under the Employee Assistance Program if such program is provided by the employer.

10. Leave for participation in abuse assistance or rehabilitation program

The district shall, upon employee request, grant leave with or without pay to permit an employee to participate in a drug abuse assistance or rehabilitation program.

11. Establishment of drug-free awareness program

Reasonable suspicion of employee use of a controlled substance or alcohol shall be based upon any of the following:

- a. Dangers of drug abuse in the workplace;
- b. Existence of and content of this policy for maintaining a drug-free workplace;
- c. Availability of drug-counseling, rehabilitation, and employee assistance programs; and,
- d. Penalties that may be imposed for drug abuse violations occurring in the workplace.

12. Notification by Employee of Conviction

An employee shall, as a condition of employment, notify La Grande School District of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.

13. Notification by La Grande School District of Employee Conviction

The district shall notify the appropriate Federal granting or contracting agency of an employee's criminal drug statute conviction for a violation occurring in the workplace no later than ten days after receiving notice of such conviction.

14. Provision of Copy of Policy to Employees

La Grande School District shall provide to each employee a copy of this policy.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 336.222](#)

[ORS Chapter 475](#)

[ORS 342.721](#)

[ORS 342.723](#)

[ORS 342.726](#)

[ORS 657.176](#)

[ORS 809.260](#)

[OAR 581-022-0416](#)

[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).