

## **Drug-Free Workplace**

The district recognizes and accepts its ongoing responsibility to protect the quality of the workplace and the safety of its employees. As one means of addressing this responsibility, the district prohibits the manufacturing, distributing, dispensing, possessing, using or being under the influence of a controlled substance or alcoholic beverages in the workplace.

The “workplace” is defined as any site where district work is being performed, including but not limited to grounds, buildings and vehicles. Any location, on or off district property, where students or employees are under the jurisdiction of the district is considered to be a part of the workplace.

A “controlled substance” shall be defined to include any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or any other controlled substance as defined by the federal Controlled Substance Act. An employee who is using a controlled substance under the direction of a physician and whose use of the controlled substance may negatively affect job performance, shall report this use to his/her supervisor.

“Alcoholic beverages” shall include any beverage with an identified alcohol content.

Employees who feel they may have a problem are encouraged to seek advice and counseling from qualified sources, including the employee assistance program, bona fide drug or alcohol abuse programs or other reputable agencies.

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.

An awareness program to include the content of this policy and the consequences of violation shall be developed by the superintendent or designee.

As a condition of continued employment, an employee who has been convicted under any criminal drug or alcohol statute of a violation occurring in the workplace shall report the conviction to his/her supervisor within five calendar days.

Violation of this policy shall result in appropriate action up to and including dismissal. The district may require that the employee satisfactorily participate in a drug abuse assistance or rehabilitation program. If the employee fails to satisfactorily participate in such program, employment may be suspended, his/her contract nonrenewed or nonextended or he/she may be dismissed, at the discretion of the Board.

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).