

Monument School District 8

Code: GBEC
Adopted: 8/09/90
Orig. Code: GBEC

Drug-Free Workplace

Monument School District No. 8 prohibits the manufacturing, distributing, dispensing, possessing and/or use of drugs, including alcohol, in the workplace.

Monument School District No. 8 will make reasonable accommodations for employees suffering a mental handicap as defined in 29 USCS subsection 706 B or ORS 659.420. An employee whose current use of alcohol or drugs prevents the employee from performing the duties of the job in question, or whose current use of alcohol or drugs constitutes a direct threat to property or to the safety of others, may be suspended or terminated.

As a condition of employment, employees must abide by the drug policy as well as inform the district within 5 days of any criminal drug conviction that occurred in the workplace.

The district shall provide a drug-free awareness program annually by publishing in the staff handbook for certified employees, and by direct circulation to classified employees, information that shall include the dangers of drugs in the workplace, a copy of the district policy and the availability of drug counseling, rehabilitation and/or employee assistance programs, and the consequences of a violation of the drug policy.

Violation of this policy shall result in an appropriate action such as requiring an employee to participate in a drug abuse program or a rehabilitation program. The district shall take appropriate action up to dismissal.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)
[ORS 336.222](#)
[ORS 342.721](#)
[ORS 342.723](#)

[ORS 342.726](#)
[ORS Chapter 475](#)
[ORS 657.176](#)

[OAR 581-022-2045](#)
[OAR 581-022-2210](#)
[OAR 584-020-0040\(5\)\(e\)](#)

Drug-Free Workplace Act of 1988, 41 U.S.C. §§ 8101-8106 (2016); General Principles Relating to Suspension and Debarment Actions, 34 C.F.R. §§ 84.100-84.670 (2016).

Controlled Substances Act, 21 U.S.C. § 812; Schedules of Controlled Substances, 21 C.F.R. §§ 1308.11-1308.15 (2016).
Safe and Drug-Free Schools and Communities Act, 20 U.S.C. §§ 7101-7117 (2016).

GBCBA - Alcohol/Controlled Substance Use

Cross Reference(s):

GBCBA - Alcohol/Controlled Substance Use