

Drug-Free Workplace

No employee, volunteer, contractor or vendor of the district shall, on or in the workplace, unlawfully use, possess, be under the influence of, manufacture, distribute or dispense any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcohol or any other controlled substance (in any form) as defined in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 CFR 1308.11 through 1308.15.

“Workplace” is defined as the site for the performance of work, whether paid or unpaid, and includes: (a) any school building or any school premises, (b) any school-owned vehicle or any school-approved vehicle used to transport students to or from school or school activities, (c) off-school property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district, or (d) any one or more of the preceding where work is done in connection with a federal grant or contract.

No district employee, volunteer, contractor or vendor shall knowingly sell, market or distribute steroid or performance-enhancing substances to kindergarten through grade 12 students with whom such person has contact as part of the employee’s district duties, or knowingly endorse or suggest the use of such drugs.

Each employee or volunteer shall notify his/her supervisor of his/her conviction of any criminal drug statute based on conduct occurring in the workplace, as defined above, no later than five days after such conviction.¹

Each employee, volunteer, contractor or vendor shall abide by the terms of this district policy establishing a drug-free workplace.¹

Violation of this policy may result in discipline up to and including dismissal and/or a requirement that an employee participate satisfactorily in a drug abuse assistance or rehabilitation program.¹

END OF POLICY

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

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).

Cross Reference(s):

GBCBA - Alcohol/Controlled Substance Use