

Drug-Free Workplace

The District acknowledges the important role that educational institutions play in helping to create a healthy environment. The district accepts the responsibility to combat controlled substance and alcohol abuse in the workplace.

It is the policy of the district to provide a drug-free workplace. The manufacture, distribution, dispensing of, possession or use of controlled substances or alcohol in the workplace is strictly prohibited. As a condition of employment, all employees shall comply with the expressed terms, provisions, and prohibitions regarding controlled substances and alcohol in the workplace contained in this policy and the implementing administrative rules and regulations.

The District will provide a drug-free awareness program to advise and educate employees annually about the dangers of controlled substance and alcohol abuse, the provisions of this policy and related administrative rules and regulations, the consequences of violating these mandates, and the availability of opportunities for rehabilitation and assistance with substance abuse problems.

The Board directs the Superintendent to establish a set of administrative rules and regulations for approval by the Board to define the terms of this policy and to implement this policy.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 336.222](#)

[ORS Chapter 475](#)

[ORS 657.176](#)

[ORS 809.260](#)

SB 517 (2007)

[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).