

**North Wasco County
School District 21**

Code: **GBEC**
Adopted: 12/9/99
Readopted: 5/26/04
Orig. Code(s): The Dalles GBEC

Drug-Free Workplace

The district prohibits the unlawful manufacture, distribution, dispensation, possession and/or use of illegal or controlled drugs or alcohol in the workplace. This prohibition includes any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance as defined in schedules I through V of the Controlled Substances Act (21 U.S.C. Section 812) and as further defined by regulation at 21 CFR 1308.11 - 1308.15. Reporting for work under the influence of alcohol, intoxicants or any controlled substance is strictly prohibited.

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

The district shall provide drug-free awareness information annually. Staff handbooks shall include information about the dangers of drugs in the workplace, a copy of the district policy, and the availability of drug counseling, rehabilitation, employee assistance programs, as well as the consequences of a violation of this policy.

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

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 336.222](#)

[ORS Chapter 475](#)

[ORS 657.176](#)

[ORS 809.260](#)

[OAR 584-020-0040 \(5\)\(e\)](#)

Drug-Free Workplace Act of 1988, 41 U.S.C. Sections 701-707; 34 CFR Part 85, Subpart F.

Controlled Substances Act, 21 U.S.C. Section 812, schedules I through V; 21 CFR 1308.11-1308.15 (2000).

Safe and Drug-Free Schools and Communities Act, 20 U.S.C. Sections 7101-7117.