

### Alcohol/Controlled Substance Use

The following conduct is strictly prohibited and will subject an employee to immediate discipline, including possible termination:

1. The buying, selling, transportation, possession, providing or use of intoxicants or any controlled substances as defined by law (but excluding any substance lawfully prescribed for the employee's use) while on District property, during work hours, including meal periods, and while assigned to extra duty or special projects, including those held after or in addition to regular school hours.
2. Reporting for work under the influence of intoxicants or any controlled substance (but excluding any substance lawfully prescribed for the employee's use). An individual is considered to be "under the influence of a controlled substance" when, in the District's determination, the controlled substance impairs the individual's ability to safely and/or efficiently perform assigned work, prevent the employee from presenting a positive role model to students, or cause discredit to the District.

The Administration is directed to develop appropriate regulations and procedures.

END OF POLICY

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Legal Reference(s):

[ORS Chapter 475](#)  
[ORS 657.176](#)  
[ORS 659.840](#)  
[ORS 659A.300](#)

[OAR 581-053-0015](#)  
[OAR 581-053-0545](#)  
(4)(c)(R,S,T)  
[OAR 581-053-0550](#) (5)(t,u,v)

[OAR 584-020-0040](#)  
[OAR 839-006-0200](#) to -0265

Controlled Substances Act, 21 U.S.C. Section 812, schedules I through V, 21 CFR 1308.11-1308.15 (2000).  
Americans with Disabilities Act of 1990, 42 U.S.C., Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).