

## Drug-Free Workplace

Drug and alcohol use in the workplace results in lost productivity, increased absenteeism and higher rates of accident and injury. Therefore, employees engaged in work for the district shall not unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any alcoholic beverage, narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance, as defined in schedules I through V of section 101 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 CFR 1308.11 through 1308.15.

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

While in the workplace, employees shall not be under the influence of any alcoholic beverage or controlled substance, except as prescribed by a physician. Employees are not to report to work unfit for duty due to or in relation to the use of intoxicants or any controlled substance. An individual is considered to be unfit for duty when, in the district's determination, present or past use of an intoxicant or controlled substance may impair 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 Board directs the superintendent to carry out activities necessary to implement this policy.

END OF POLICY

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### Legal Reference(s):

[ORS 243.650](#)

[ORS 657.176](#)

SB 517 (2007)

[ORS 336.222](#)

[ORS 809.260](#)

[ORS Chapter 475](#)

[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).

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

### Cross Reference:

GBCBA – Alcohol/ Controlled Substance Use