

**Saint Helens  
School District 502**

Code: **GBEC**  
Adopted: 2/28/00  
Readopted: 5/14/07  
Orig. Code(s): GBEC

**Drug-Free Workplace**

It is the policy of the district to provide a drug free workplace. The manufacture, distribution, dispensing of, possession or use of drugs or alcohol in the workplace is prohibited. As a condition of employment, all employees shall comply with the expressed terms, provisions and prohibitions regarding drugs and alcohol in the workplace contained in this policy and the implementing rules and regulations. The district will provide a drug-free awareness program to advise and educate employees annually about the dangers of drug and alcohol abuse, the provisions of this policy and related rules and regulations, the consequences of violating these mandates and the availability of opportunities for rehabilitation and assistance with substance abuse problems.

No employee engaged in work in connection with a direct federal grant or contract of \$100,000 or more shall unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance, 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 1300.11 through 1300.15.

“Workplace” is defined to mean the site for the performance of work done in connection with a federal grant or contract. That includes any school building or any school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; 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 district where work on a federal grant is performed.

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

END OF POLICY

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**Legal Reference(s):**

[ORS 243.650](#)

[ORS 336.222](#)

[ORS Chapter 475](#)

[ORS 342.721](#)

[ORS 342.723](#)

[ORS 342.726](#)

[ORS 657.176](#)

[ORS 809.260](#)

[OAR 581-022-0416](#)

[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).