

**The Valley School
of Southern Oregon**

Code: **GBEC**
Adopted: 6/08/15
Orig. Code(s): GBCBA

Drug-Free Workplace

No staff member engaged in work 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 or alcohol, as defined in schedules I through V or section 202 of the Controlled Substances Act (21 U.S.C. Section 812) and as further defined by regulation at 21 CFR 1308.11 through 1308.15. This includes any school building, any vehicle used to transport students, or off school property during any school activity. No school employee shall knowingly sell, market or distribute steroid or performance enhancing substances to any student. Staff must notify the school of his/her conviction of any criminal drug statute based on conduct occurring in the workplace immediately after such conviction. The school will then take appropriate action. Such action may include granting of leave with or without pay, suspension with or without pay or dismissal. Within 30 days of a staff member's criminal drug statute conviction for a violation occurring in the workplace, the school shall take action, as stated above or require satisfactory participation by the employee in a drug abuse assistance or rehabilitation program approved for such purposes.

END OF POLICY

Legal Reference(s):

[ORS 338.115](#)