

Willamina School District 30J

Code: **GBEC**
Adopted: 4/09/90
Readopted: 11/04/91; 3/14/05
Orig. Code(s): GBEC

Drug-Free Workplace

The district prohibits the manufacturing, distributing, dispensing, processing and/or use of alcohol or nonprescription drugs in the workplace.

As a condition of employment, employees must abide by the drug policy and must inform the district of any convictions for any criminal activity associated with alcohol/drugs within 5 days.

The district shall provide an ongoing alcohol/drug-free awareness program. The program shall include information about the dangers of alcohol/drugs, the district policy on alcohol/drugs in the workplace and the availability of alcohol/drug counseling and consequences for a violation of this policy shall be published in the staff handbook.

Violation of this policy may result in a referral requiring an employee to participate in an alcohol/drug abuse program or rehabilitation program.

Violation of this policy may result in disciplinary action including suspension, dismissal and/or the filing of charges with the local law enforcement agency. The Teachers Standards and Practices Commission (TSPC) will be notified of convictions.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)
[ORS 336.222](#)
[ORS 342.721](#)
[ORS 342.723](#)

[ORS 342.726](#)
[ORS Chapter 475](#)
[ORS 657.176](#)

[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).

Cross Reference(s):

GBCBA - Alcohol/Controlled Substance Use