

**West Linn-Wilsonville
School District 3J**

Code: **GBEC**
Adopted: 5/07/07
Readopted: 1/11/16
Orig. Code(s): GBEC

Drug-Free Workplace

The district recognizes and accepts its ongoing responsibility to protect the quality of the workplace and the safety of its employees. As one means of addressing this responsibility, the district prohibits the manufacturing, distributing, dispensing, possessing, using or promoting the use of drugs or alcoholic beverages in the workplace. The possession and use of physician prescribed drugs are excluded from this policy.

1. The “workplace” is defined as any site where district work is being performed, including, but not limited to, grounds, buildings and vehicles. Any location, on or off district property, where students or employees are under the jurisdiction of the district is considered to be a part of the workplace.
2. “Drugs” shall be defined to include any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance as defined by the Federal Controlled Substance Act.
3. “Alcoholic beverages” shall include any beverage with identified alcohol content.

Employees who feel they may have a substance abuse problem are encouraged to seek advice and counseling from qualified sources, including the employee assistance program, bona fide drug or alcohol abuse programs or other reputable agencies.

An awareness program to include the content of this policy and the consequences of violation shall be developed by the superintendent.

As a condition of continued employment, an employee who has been convicted under any criminal drug or alcohol statute of a violation shall report the conviction to his/her supervisor within five calendar days. Violation of this policy shall result in appropriate action up to and including dismissal.

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).