Ontario School District 8

Code: **GBCBA**
Adopted: 12/21/95
Readopted: 8/18/10
Orig. Code(s): GBCBA

Alcohol/Controlled Substance Use

The following conduct is strictly prohibited and will subject an employee to immediate discipline, up to and including termination.

1. The buying, selling, transportation, possession, provision or use of intoxicants, impairing substances, or any controlled substances as defined by law while on district property, during work hours (including meal periods), while assigned to extra duty or special projects, including those held after or in addition to regular school hours. An employee is considered "on duty" for extracurricular activities when engaged in the direct supervision of students, or while students are under his/her care and a control.

2. Reporting for work under the influence of alcohol, intoxicants, a controlled substance, or any impairing substance is prohibited;

3. The district reserves the right, with prior notice and reasonable suspicion, to conduct searches of district property, district vehicles or equipment at any time. A refusal to submit to a search may result in disciplinary action, up to and including dismissal.

If the district has reasonable grounds that an employee is under the influence of alcohol, intoxicants, any controlled substance or impairing substance, the district may require the individual immediately submit to a field impairment test, blood alcohol, urinalysis or intoxilyzer test administered by a third party.

The administration will develop appropriate regulations, procedures, and such notifications as are needed for an orderly implementation of this policy.

END OF POLICY

Legal Reference(s):

ORS Chapter 475
ORS 657.176
ORS 659.840
ORS 659A.300

OAR 581-053-0015
OAR 581-053-0545(4)(c)(R)-(T)
OAR 581-053-0550(5)(q)-(s)

OAR 584-020-0040
OAR 839-006-0200 to -0265

Controlled Substances Act, 21 U.S.C. § 812; Schedules of Controlled Substances, 21 C.F.R. §§ 1308.11 - 1308.15 (2006). Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).

Cross Reference(s):

GBEC - Drug-Free Workplace *