

**Linn Benton Lincoln  
Education Service District**

Code: **GBEC**  
Adopted: 7/8/1998  
Reviewed/Revised: 5/15/2018

**Drug-Free Workplace**

The ESD acknowledges the important role that educational institutions play in helping to create a healthy environment. The ESD shall provide a drug-free workplace.

The purpose of this policy is to promote safety, health and efficiency by prohibiting the unlawful manufacture, distribution, dispensation, possession or use of controlled substances or alcohol in the workplace.

This policy applies to all employees including, but not limited to, those exempt, unclassified, licensed, management service, classified and temporary employees who are paid directly or indirectly from funds received under a federal grant or contract.

An employee shall not unlawfully manufacture, distribute, dispense, possess or use a controlled substance or alcohol in the workplace. No employee shall knowingly sell, market or distribute steroid or performance enhancing substances to kindergarten through grade 12 students with whom the employee has contact as part of the employee's ESD duties; or knowingly endorse or suggest the use of such drugs.

As a condition of employment, all employees shall comply with the expressed terms, provisions and prohibitions regarding controlled substances and alcohol in the workplace contained in this policy and the associated administrative procedures.

Each employee shall notify his/her supervisor of his/her conviction of a violation of any criminal drug statute based on conduct occurring in the workplace, as defined above, no later than 5 days after such conviction.

An employee who violates the terms of this policy shall be subject to discipline up to and including dismissal. The ESD may require that the employee satisfactorily participate in a drug abuse assistance or rehabilitation program approved by the Board. If the employee fails to satisfactorily participate in such program, employment may be suspended, his/her contract non-renewed or non-extended or he/she may be dismissed, at the discretion of the Board.

The ESD shall provide a drug-free awareness program to advise and educate employees annually about the dangers of controlled substance and alcohol abuse, the provisions of this policy and related administrative procedures, the consequences of violating these mandates and the availability of opportunities for rehabilitation and assistance with substance abuse problems.

END OF POLICY

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**Legal Reference(s):**

[ORS 243.650](#)  
[ORS 475](#)  
[ORS 342.731](#)  
[ORS 342.723](#)

[ORS 342.726](#)

[ORS 657.176](#)  
[OAR 581-022-0416](#)

Drug-Free Workplace Act of 1988, 41 U.S.C. §§ 701-707 (2016); General Principles Relating to Suspension and Debarment Actions, 34 C.F.R. §§ 85.600 - 85.645 (2016).  
Controlled Substances Act, 21 U.S.C. § 812; Schedules of Controlled Substances, 21 C.F.R. §§ 1308.11 - 1308.15 (2016).  
Safe and Drug-Free Schools and Communities Act, 20 U.S.C. §§ 7101-7117 (2016).