

# South Coast Education Service District

Code: **GBCBA**  
Adopted: 11/18/97  
Readopted: 4/10/07  
Reviewed: 9/25/17  
Readopted: 2/13/18  
Orig. Code(s): GBCBA

## Alcohol/Controlled Substance Use

The following conduct is strictly prohibited and will subject a South Coast Education Service District (SCESD) employee to immediate discipline, up to and including termination:

1. The buying, selling, transporting, possessing, providing, or use of intoxicants, including alcohol, or any controlled substances as defined by law while on public school property or property under control of SCESD, during work hours (including meal periods), while assigned to extra duty or special projects, including those held after or in addition to regular working hours and while driving between worksites during the workday in either an SCESD-supplied vehicle or a vehicle supplied by the employee;
2. Reporting for work under the influence of alcohol, intoxicants, or any controlled substance. An individual is considered to be “under the influence of alcohol, intoxicants, and/or a controlled substance” when, in the SCESD’s determination, the controlled substance, alcohol or intoxicant is at a level that it may impair the individual’s ability to safely and/or efficiently perform assigned work, prevent the employee from presenting a positive role model to students, or cause discredit to the SCESD.

The SCESD also reserves the right to conduct searches at any time for any reason of SCESD property, vehicles or equipment, including SCESD-owned desks, file cabinets and storage areas. A refusal to cooperate in a search or inspection under this policy may result in disciplinary action up to and including dismissal.

Drug and alcohol counseling and rehabilitation, reentry program information is available through the human resources office.

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

END OF POLICY

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### Legal Reference(s):

[ORS Chapter 475](#)

[ORS 657.176](#)

[ORS 659.840](#)

[ORS 659A.300](#)

[OAR581-024-0245](#)

[OAR581-053-0220\(3\)\(h\)](#)

[OAR581-053-0230\(9\)\(t\)](#)

[OAR 581-053-0330\(1\)\(n\),\(o\)](#)

[OAR581-053-0420\(3\)\(c\)](#)

[OAR 581-053-0430\(13\),\(14\)](#)

[OAR 581-053-0531\(12\).\(13\)](#)

[OAR 581-053-0615\(2\)\(c\)\(D\)\(ii\)](#)

[OAR581-053-0620\(1\)\(s\)](#)

[OAR584-020-0040](#)

[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 (2016).  
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2016); 28 C.F.R. Part 35 (2016).  
Americans with Disabilities Act Amendments Act of 2008.

### Cross Reference(s):

GBEC - Drug-Free Workplace