



Code: **GBEC-AR**  
Adopted: 7/17/90  
Reviewed/Readopted: 7/21/12

## **Drug-Free Workplace**

In implementing policy GBEC, Drug-Free Workplace, the administration recognizes that any discipline which results from enforcing this policy is subject to the requirements of due process procedures contained in the negotiated agreement between High Desert Education Association and the district and in Oregon Revised Statutes and rules.

Further, in implementing Policy GBEC, Drug-Free Workplace, the administration recognizes that substance addiction is a disease and is appropriately treated as such. In instances of policy violation, the administration will consider treatment before discipline as a first response. However, all violations will be assessed individually within the context in which they occur. Nothing in this procedure shall be construed as strictly prohibiting as a first response any measure which conforms to the requirements of contract and law.