

GBED Pre-Employment Drug Testing Policy

LINCOLN COUNTY SCHOOL
DISTRICT

Code: **GBED**
Adopted: 5/8/07

Pre-Employment Drug Testing Policy

All offers of employment will be made contingent upon successful passage of a district-required preemployment drug screening test. Any such requirement will ensure that all entering employees in the same job category will complete a test regardless of disability.

The district will determine the type of test, when and where such testing will be conducted. The District shall pay the cost of the initial drug test.

The successful applicant must be qualified and must be able to perform the essential functions of a position with or without reasonable accommodations. The district will withdraw an offer of employment should the drug test results reveal that the individual does not satisfy certain employment criteria.

Information the District receives regarding such tests will be collected and maintained on separate forms and separate files apart from personnel files. All such records will be kept confidential, maintained for a minimum of one year and released only in accordance with provisions of the Americans with Disabilities Act or other applicable laws.

END OF POLICY

Legal Reference(s):

ORS 332.107
ORS 657.176

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).

Omnibus Transportation Employee Testing Act of 1991, 49 U.S.C. §§ 31301-31317; 49 C.F.R. Parts 40, 382, 391-395 (2006)