



OREGON YOUTH AUTHORITY
Policy Statement
Part I – Administrative Services



Subject

Alcoholic Beverage and Marijuana Restriction

Section – Policy Number:

C: Property Management – 7.5

Supersedes:

**I-C-7.5 (12/11)
 I-C-7.5 (11/06)
 I-C-7.5 (01/96)**

Effective Date:

08/03/2015

Date of Last Revision/Review:

None

Related Standards and References:

- [ORS Chapter 813 \(Driving Under the Influence of Intoxicants\)](#)
- Department of Administrative Services, Risk Management Division (DAS-RMD)125-7-401 (Table of Contents for the [Alcohol Risk Control Policy](#))
- DAS-RMD, RisKey, [Alcohol Policy - Q&A RisKey](#)
- [Measure 91](#) Control, Regulation, and Taxation of Marijuana and Hemp Act
- [OYA policy](#): 0-A-2.0 (Principles of Conduct)
 0-A-2.1 (Professional Standards)
 0-A-4.0 (Drug-free Workplace)

Related Procedures:

- None

Policy Owner:

Human Resources Manager

Approved:

Fariborz Pakseresht, Director

I. PURPOSE:

This policy provides additional guidelines relative to the staff possession or consumption of alcoholic beverages and marijuana on state property or while on official state business off state property.

II. POLICY DEFINITIONS:

Official state business: Activities that are authorized or undertaken by a state agency to achieve or contribute to achieving a state agency’s statutory mission or responsibilities.

State property: Buildings and their premises and vehicles of any kind owned by or leased to the state. For this policy, “state property” does not include and this policy does not apply to property in control of others by lease or state-owned private residences.

III. POLICY:

Oregon laws are specific as to offenses involving driving a motor vehicle while under the influence of intoxicants or in possession of an open alcoholic beverage container. Staff alcohol consumption or marijuana use is outside the scope of state employment/duties and will be limited to after work hours, after state duties have ended, and off of state property.

IV. GENERAL STANDARDS:

A. OYA staff will not:

1. Consume any alcoholic beverage or use marijuana at the worksite.
2. Consume any alcoholic beverage or use marijuana during regular work hours, including during meal breaks and breaks. Regular work hours also include:
 - a) During the hours of training activity when participating in any job-related training; and
 - b) While at a temporary worksite such as visiting a youth, or other official activities away from the normal worksite.
3. Possess or have under the staff's control any alcoholic beverages on state property, unless the beverage is in its original, unopened container.
 - a) Possession will be limited to that period necessary to conveniently remove the beverage from the property.
 - b) Alcoholic beverages (opened or unopened) are prohibited within the secure perimeter of OYA facilities.

Exception: Only sacramental wine during youth religious services may be allowed in compliance with OYA policy II-F-3.7 (Religious Practice in Facilities).
4. Possess or have under the staff's control any marijuana on state property.
5. Transport opened or unopened alcoholic beverages or marijuana in a state-owned or -leased vehicle unless required to do so for official state business. In such permissible cases, the alcoholic beverage or marijuana will be locked in the trunk of the vehicle.
6. Consume alcoholic beverages or use marijuana during work hours while on duty status, at a temporary worksite such as visiting a youth, or other official activities away from the normal worksite.

Staff attending any job-related training are considered to be participating in official state business.

7. Drive a state vehicle or privately-owned vehicle in an official capacity while under the influence of alcohol or intoxicants, as

defined in statute. This includes driving to and from any job-related training.

- B. This policy is not intended to restrict the activities of staff during off-duty hours. It is expected, however, that off-duty activities will in no way detract from the staff's ability to satisfactorily accomplish the staff's job duties.

V. LOCAL OPERATING PROTOCOL REQUIRED: NO