

EMPLOYEE CHEMICAL HEALTH POLICY

MSAD #56 recognizes chemical abuse as a major health problem and views chemical dependency as a treatable disease. The district is concerned with the effects of harmful chemical involvement on job performance and personal health.

The welfare and safety of the staff and students concern the Board of Directors. The use of punitive measures as the sole means of dealing with the problems of chemical dependency tends to create a need to hide the problem among those affected.

Employees who demonstrate observable (identifiable) symptoms of chemical abuse and/or dependency are urged to seek assistance through appropriate resources such as the Employee Assistance Program or will be referred to the EAP. No employee will lose job security or promotional opportunities while pursuing a treatment protocol for chemical abuse.

1. This statement of policy is not concerned with social drinking, but rather with chemical dependency or abuse. The concern is limited to those instances of abuse or dependency which affect job performance. The policy is designed to achieve restoration of health and recovery.
2. Supervisors and other school representatives will not diagnose chemical dependency, but will use job performance indicators as a basis for referral.
3. If an employee refuses to cooperate in devising or following a treatment plan, and if the employee's job performance is unacceptable, the Board of Directors may consider termination of employment.
4. No chemical use is allowed during any school sponsored or school approved activity, event, or function involving students.
5. Any employee or employer who supplies harmful chemicals to students is subject to suspension pending investigation by the Board of Directors. This may result in termination of employment.

All district administrators and, if applicable, the Board of Directors, are responsible for implementing this policy.

ADOPTED: March 10, 1986

REVISED: January 12, 1993
January 12, 1999