

POLAND REGIONAL HIGH SCHOOL COMMITTEE

CODE: GBGA

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SUBJECT: EMPLOYEE HEALTH POLICY

DATE OF ORIGINAL POLICY:

DATE OF NEXT REVIEW: August 2009

CANCELS POLICY CODE:

REVISION DATE: August 2004

JURISDICTION: Poland Regional High School

1. The Poland Regional High School Committee recognizes that alcoholism/drug dependency and other emotional/psychological problems are treatable and has designed and implemented a program to address these problems for the benefit of its employees.
2. The Poland Regional High School Committee has a concern and responsibility when an employee's alcoholism/drug dependency or other emotional problems adversely impacts upon job performance.
3. This statement of policy as it specifically relates to alcoholism is not concerned with social drinking but, rather, with the disease of chemical dependency itself. The concern is limited to those instances of chemical dependency which affect the job performance of the individual. The policy is designed solely to achieve restoration of health and full recovery.
4. Persons who suspect that they may have alcoholism/drug dependency or other emotional problems, even in its early stages, are encouraged to voluntarily seek diagnosis and to follow through with the treatment that may be prescribed by qualified professionals, in order to arrest the condition as early as possible. It is expected that this diagnosis and treatment will be shared with either the person's principal, special education director or the Superintendent.
5. Any person having alcoholism/drug dependency or other emotional problems will receive the same consideration that is presently extended under existing policy to all those having any other adverse (health) condition.
6. Benefits and insurance coverage shall be provided to employees for alcoholism/drug dependency and other emotional disorders as specified in current health insurance policies, school policies and contracts.
7. It will be the responsibility of all personnel to implement the policy and to follow the procedures which have been designed to assure that no person with alcoholism/drug dependency or related emotional problems will have either job security or promotional opportunities jeopardized by an individual's request for diagnosis and treatment.
8. Neither supervisors nor other representatives have qualifications to diagnose alcoholism/drug dependency or other emotional problems. However, if job performance is affected, supervisors or their representatives may refer the person for diagnosis and treatment under existing policies and contracts.
9. This is a voluntary assistance program. The decision to request diagnosis and accept treatment for alcoholism/drug dependency or other emotional problems is the personal responsibility of the individual.
10. The confidential nature of an individual's records pertaining to alcoholism/drug dependency or related emotional problems will be strictly preserved.
11. Persons, whether getting assistance or not, will be expected to meet existing job performance standards and established work rules.

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12. Nothing in the above statement of policy is to be interpreted as constituting a waiver of management's responsibility to maintain discipline or to evaluate job performance, or the right to take disciplinary measures, or make other personnel decisions within the framework of agreements or the policies and procedures of the school district in the case of misconduct or unsatisfactory job performance that may result from alcoholism/drug dependency or other emotional problems.

SIGNATURE BLOCK:

Poland Regional High School Committee:

Ike Levine

DATE

Peter Bolduc

DATE

Jack Conway

DATE

Norman Davis

DATE

Laurie Levine

DATE

David Griffiths

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Karen Whalen

DATE