



Human Resources – Series 5000

Employee Assistance Program – 5300

The District may maintain, as revenues permit, an employee assistance program (EAP) designed to provide support to employees who are experiencing a job performance problem. An EAP committee may be established to assist in the implementation of this policy and make program recommendations.

A wide range of problems not directly associated with a job function may affect the employee's job performance. These problems may result from alcohol abuse or alcoholism; other drug abuse; physical, mental, or emotional illness; personal problems such as marital, family, financial, or legal difficulties; or any combination of these problems.

The EAP will provide professional and confidential assistance to employees and their families seeking assistance.

Participation in the EAP will not be allowed to jeopardize employment or job promotion, nor shall such participation substitute for employer action(s) regarding evaluation, probation, and/or termination as provided for under collective bargaining agreements or Board policies.

Adopted: 03-26-2002