Employee Alcohol or Other Drug Dependency: The District recognizes psychoactive substance dependency as a disorder. For the purpose of this policy, psychoactive substance dependency will be defined as a disorder in which an employee’s consumption of mood-altering substances interferes with job performance and adversely affects health. All persons covered by this policy who voluntarily seek treatment for the disorder of psychoactive substance dependency shall receive the same consideration and opportunity for treatment that is extended to employees with other types of illness. The District shall provide information on resources and services. Interested employees should contact the District’s AODA (Alcohol and Other Drug Abuse) Coordinator or the person in their respective building who is the designated AOD contact.

Job security or promotional opportunities of employees seeking voluntary assistance will not be affected either by the diagnosis or the request for treatments. While discussion and records from an outside agency involving an employee seeking voluntary assistance shall be handled in a confidential manner, the employee will need to assume those costs incurred for rehabilitative services which are not covered by health insurance or employee benefits.

*Adopted 12/14/92; Revised 9/10/12*