

Personnel

Employee Assistance Programs

The Governing Board recognizes that school district employees may have problems, which can have detrimental effects upon job performance and student safety. The Board encourages employees to seek help when such problems exist and to take advantage of the resources that are available to assist them.

Employees shall have confidential access to information about the District's employee assistance program. This information shall be available to all employees and their spouses and dependents.

(cf. 3513.3 Tobacco-Free Schools)
(cf. 4020 Drug and Alcohol-Free Workplace)
(cf. 5131.62 Tobacco)

Management and supervisory staff shall be knowledgeable about the District's employee assistance program and may counsel employees about the program, as appropriate.

Participation in the assistance program shall not jeopardize an employee's employment or career advancement, nor will it protect the employee from disciplinary action for substandard job performance.

(cf. 4032 Reasonable Accommodation)
(cf. 4115 Evaluation/Supervision)
(cf. 4118 Suspension/Disciplinary Action)
(cf. 4161/4261/4361 Leaves)
(cf. 4161.1/4261.1 Personal Illness/Injury Leave)
(cf. 4161.8/4261.8/4361.8 Family Care and Medical Leave)
(cf. 4161.9/4261.9/4361.9 Catastrophic Leave Program)
(cf. 4215 Evaluation/Supervision)
(cf. 4218 Dismissal/Suspension/Disciplinary Action)
(cf. 4315 Evaluation/Supervision)
(cf. 4361.1 Personal Illness/Injury Leave)

BP 4159 (b)
BP 4259
BP 4359

Personnel (Cont.)

Employee Assistance Programs

Legal Reference:

EDUCATION CODE

35160 Authority of governing board
35160.1 Broad authority of school districts
44962 Leaves of absence for certificated employees
44964 Power to grant leaves of absence for accident, illness or quarantine
45190-45209 Resignations and leaves of absence for classified employees

GOVERNMENT CODE

8355 Certification to contracting or granting agency; requisites

HEALTH AND SAFETY CODE

104420 Providing information re: smoking cessation program

UNITED STATES CODE, TITLE 41

701-707 Drug-Free Workplace Act

Policy Adopted: 12/90
Policy Revised: 7/13