

BOARD POLICY 523.3

523.3 - Employee Assistance Program (EAP)

The Employee Assistance Program (EAP) is designed to provide consultation on a broad range of human problems such as alcohol and/or drugs, emotional/behavioral, family and marital, financial, legal, and other personal problems. The Program makes referrals to other agencies. Costs for EAP services are covered by the District. The overall objective of the EAP is to maximize employee performance through the eventual resolution of personal problems.

- A. The Program is available to all regular employees (and their families) of the School District.
- B. Participation in the Program is voluntary and does not jeopardize an employee's job security or promotional opportunities.
- C. All records and discussions of personal problems are handled in a confidential manner.
- D. The EAP supplements and does not replace other existing policies, procedures or terms contained within negotiated agreements.

Cross Ref.: Employee Negotiated Agreements

Approved: June 15, 2000