

Policy #: 523.3

SCHOOL DISTRICT OF WEBSTER

Date Adopted: May 17, 2011

Date Revised:

Policy Title: Employee Assistance Program

REFERRAL, EVALUATION AND TREATMENT

- A driver who registers 0.02 or more but less than 0.04 will, at a minimum be suspended without pay until their next regular duty period, but for no less than 24 hours, and must undergo a return to duty alcohol test with an acceptable result. In addition, a Substance Abuse Professional must release a driver for duty. A driver may also be subject to additional disciplinary action by the District, up to and including discharge.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- The District believes that the EAP and training along with comprehensive drug testing are the most effective approach to promote safety and reduce alcohol and drug abuse in the transportation industry. The District has established a training program to ensure that all employees are aware of the effects and consequences of alcohol or controlled substance use on personal health, safety, and the work environment.

DRUG AND ALCOHOL INFORMATION

- Any driver who engages in any conduct prohibited under this policy will be provided with information regarding resources available to evaluate and resolve a drug or alcohol problem. This information will provide names, address and telephone numbers of substance abuse professionals, counseling and treatment programs available in the area.

Cross Reference:

Legal Reference: