

## **Employee Assistance Program**

The Board recognizes that a deterioration of an employee's performance may be caused by a number of personal problems, e.g., physical health, mental health, alcoholism, or drug abuse. The Board further recognizes that these personal problems are often complex, but believes that many can be successfully treated through early intervention. The administration is to work cooperatively with designated employee representatives to maintain an employee assistance program.

The Board recognizes chemical dependency as a treatable illness. Employees who are so diagnosed will receive the same consideration and opportunity for treatment which is extended to employees with other types of illness. On the basis of medical certification, employees with the illness of chemical dependency will qualify for the same health service benefits which are provided for other medically certified illnesses.

The Board's concern with chemical dependency is due to its effects on the employee's job performance. For purposes of this policy, chemical dependency is defined as an illness in which an employee's consumption of mood-altering chemicals repeatedly interferes with his or her job performance and/or adversely affects his or her health.

Supervisors will implement this policy in such a manner that no employee with chemical dependency will have his or her job security or promotional opportunity affected either by the diagnosis itself or by the employee's request for treatment. If the employee refuses to accept diagnosis and treatment, or fails to respond to treatment, and the result of such refusal or failure is such that his or her job performance continues to be affected, it will be handled in the same way that similar refusal or treatment failure would be handled for any other illness. Implementation of this policy will not require or result in any special regulations, privileges, or exemptions from the standard administrative practice applicable to job performance requirements.

The confidential nature of the medical records of employees with chemical dependency will be preserved in the same manner as for all other medical records.

The purpose of this policy is to encourage recognition, early intervention, and subsequent support for the chemically dependent employee.

END OF POLICY

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**Legal Reference(s):**

[ORS 475.005 to 475.997](#)

[ORS 475.992](#)

[ORS 475.999](#)

[ORS 659.225](#)

[ORS 659.227](#)

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Controlled Substances Act, 21 U.S.C. 812, section 202, schedules I through V, 21 C.F.R. 1300.11 through 1300.15.