

DRUG ABUSE (includes Alcohol Abuse) - DISTRICT STATEMENT:

1. The Johnson City Central School District recognizes drug abuse as a disease which is treatable. For the purpose of this statement, drug abuse exists when an employee's consumption of any drug (including alcohol) begins to interfere with job performance.
2. This statement is intended to assure that no employee with a drug-alcohol problem will have his or her job security or promotional opportunities jeopardized by a request for help.
3. The Johnson City Central School District is not concerned with social or moderate drinking, but does have a definite concern and responsibility when an employee's drug abuse begins to impact on job performance.
4. The social stigma often associated with drug abuse is inappropriate and is an impediment to effective treatment. The Johnson City Central School District expects that this statement will encourage self-referral of employees who suspect that they may have drug abuse problem.
5. The individual's rights to confidentiality and privacy are recognized. The pertinent information and records of employees with an alcohol/drug problem will be preserved in the same manner as all other medical records.
6. Supervisors should not attempt to diagnose an alcohol/drug problem. Supervisor initiated referral for diagnosis and treatment should be based strictly on unsatisfactory or deteriorating job performance resulting from apparent medical or behavioral problems, whatever their nature.
7. Employees with an alcohol/drug problem will receive the same careful consideration and opportunities for treatment that are presently extended to employees with any other illness.
8. It will be the responsibility of the employee to comply with the referral for diagnosis and to cooperate with the prescribed treatment. An employee's refusal to accept diagnosis or treatment, or failure to respond to treatment, will be handled in the same manner as for all other illnesses when job performance continues to be adversely affected.
9. This statement will not require or result in any special regulations, privileges, or exemptions from the standard administrative practices applicable to job performance requirements.

What this statement does:

This statement reflects the Johnson City Central School District's position on alcohol/drug abuse by employees. It further is intended to negate informal practices that may exist in connection with alcohol/drug abuse, especially those that lend to the cover-up and give protection to the alcohol/drug abuser. It puts a responsibility on all levels of management to be alert to unsatisfactory or still acceptable but deteriorating job performance, and to follow the program whenever this occurs.