

69-100

EMPLOYEE ASSISTANCE PROGRAM (POLICY)

PHILOSOPHY

Various social, family, and personal problems, including the abuse of alcohol and/or drugs, can be an obstacle to the development of individual students, staff, and others. These problems may be major contributors to poor work performance, absenteeism, communication problems, physical and mental health concerns, and poor self-concept. These difficulties affect individuals regardless of culture, age, socio-economic status, education, or religious affiliation. These difficulties can be addressed successfully. The troubled employee's behavior affects friends, family, coworkers, and self, and therefore supports the provision of a comprehensive approach to intervention.

To this end, OLC will maintain an Employee Assistance Program to assist individuals who may experience difficulties including their own or a family member's alcohol and/or drug abuse. The goal of this program is to prevent dismissal of an employee due to alcohol or drug abuse, or other personal issues.