

## **Policy 417    Chemical Use/Abuse**

- I.** District employees who are diagnosed with chemical dependency will receive the same consideration and opportunity for treatment that 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 employee benefits and group insurance coverage as is provided for other medically certified illnesses by established employee benefit plans and programs.
- II.** The District's concern with chemical dependency is limited to its effects on the employee's job performance.
- III.** Supervisors will implement this policy in such a manner that no District employee with chemical dependency will have job security affected either by the diagnosis itself or by the employee's request for treatment.
- IV.** 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 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.
- V.** 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.
- VI.** Nothing in this Policy 417 - Chemical Use/Abuse overrides the provisions of Policy 403 - Dismissal of Employees or Policy 418 - Drug-Free Workplace/Drug-Free School.

Policy 417 - Chemical Use/Abuse

Adopted: 2/28/05

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota

*Legal References:*

M.S. 125.12, Subd. 7

*Cross References:*

Policy 403 - Dismissal of Employees

Policy 418 - Drug-Free Workplace/ Drug-Free School