



RIVER VALLEY SCHOOL DISTRICT

660 West Daley Street

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Spring Green, Wisconsin 53588

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Phone: 608-588-2551

523.21

Employee Assistance Program (EAP)

Any staff member, or a staff member's immediate family, may voluntarily use the River Valley School District Employee Assistance Program.

EAP services are limited to assessment, referral and follow-up for any issue deemed appropriate by the staff member requesting the services, e.g., AODA use, marital issues, financial concerns, health, parenting concerns, mental health issues, stress, career counseling.

Staff or family members may utilize certain EAP services up to three times per academic year at no cost to the employee.

Involvement in the EAP will be confidential unless authorized by the staff person or when services are recommended by a supervisor as part of a fitness for duty issue or other job action, at which time only compliance or non-compliance may be communicated to the supervisor without staff authorization.

EAP files of staff members are not available to administration or board members without written staff authorization or subpoena.

Staff involvement in the EAP (past or present) cannot be used for purposes of staff evaluation.

Involvement and compliance with the EAP does not constitute improved job performance.

LEGAL REF.: Drug-Free Workplace Act of 1988
Drug-Free Schools & Communities Act Amendments of 1989

CROSS REF.: Policy # 523.2 - Employee Treatment for Chemical Dependency or Mental
Illness
Policy #524.1 Drug Free Workplace
River Valley All Staff Employee Handbook

APPROVED: July 13, 1995
REVIEWED: September 2022