



RIVER VALLEY SCHOOL DISTRICT

660 West Daley Street

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Spring Green, Wisconsin 53588

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Phone: 608-588-2551

523.2

Employee Treatment for Chemical Dependency or Mental Illness

Employees receiving treatment services for chemical dependency (alcoholism/ drug addiction) or mental illness, will not be discriminated against nor receive disciplinary job action as a result of seeking these services.

Admission to a Joint Commission on Accreditation of Health Care Organizations (JCAHO) licensed facility will be considered a hospitalization and subject to established policies for illness. Information regarding such hospitalization shall be considered confidential.

Any admission to a licensed treatment facility following or during any disciplinary process is considered voluntary.

Completion of a recommended treatment regimen does not constitute improved job performance, but may serve to aid in the process of improving job performance.

LEGAL REF.: Drug-Free Workplace Act of 1988
Drug-Free Schools and Communities Act Amendments of 1989
Americans with Disabilities Act of 1990

CROSS REF.: Policy #523.21 - Employee Assistance Program
Policy #524.1 - Drug Free Workplace
River Valley All Staff Employee Handbook

APPROVED: July 13, 1995
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APPROVED September 9, 1999