

MSAD No. 9 CHEMICAL HEALTH POLICY

The Board of Directors of Maine School Administrative District No. 9 recognizes that chemical abuse and/or emotional concerns may cause personal and professional problems. These problems may directly or indirectly affect the individual's performance either as a student or as a district employee.

It is the intent of the Board of Directors of MSAD No. 9 to assist the individual to get the help necessary to return or continue in their present capacity.

It is not the Board of Directors' nor the School Administrators' task to diagnose chemical abuse and/or emotional problems, but rather to make referral to such agencies or individuals who can make the diagnosis and recommend appropriate follow-up.

I. Employee Chemical and Emotional Health Policy

A. The Board of Directors recognizes that alcoholism/drug dependency and emotional/psychological problems are treatable and has a program to address these problems for the benefit of its employees.

B. The Board of Directors has a concern and a responsibility when an employee's alcoholism/drug dependency or emotional/psychological problems adversely impacts upon job performance.

C. Any person who suspects that they may have alcoholism/ drug dependency or emotional/psychological problems, even in the earliest stages, are encouraged to voluntarily seek diagnosis and follow through with treatment that may be prescribed by qualified professionals, in order to arrest the disorder as soon as possible.

D. Any person having alcoholism/drug dependency or emotional/psychological problems will receive the same consideration and offer of treatment that is presently extended under existing policy to all those who have any other adverse (health) conditions.

E. Benefits and insurance coverage shall be provided to employees for alcoholism/drug dependency or emotional/psychological disorders, as specified in current insurance policies.

F. This statement of policy specifically relates to the disease of chemical dependency (alcohol/drug) itself. The policy is designed solely to achieve restoration of full health to individuals whose job performance has been affected by chemical dependency.

G. It will be the responsibility of all MSAD No. 9 employees to implement the policy and to follow the procedures which have been designed to assure that no person with alcoholism/drug dependency or emotional/psychological problems will have either job security or promotional opportunities jeopardized by a request for diagnosis and/or treatment.

H. Neither supervisors nor other representatives have qualifications to diagnose chemical dependency or emotional problems. Therefore, referral will be based on job performance.

I. The records of individuals with chemical dependency or emotional disorders will be strictly confidential.

J. Any person getting assistance will be expected to meet existing job performance standards and established work rules.

K. All new staff will undergo "Here's Looking At You 2000" training or similar training during their first three years of employment. Other untrained staff are also strongly encouraged to receive the training.

II. Student Chemical Health Policy (Secondary/Elementary)

- A. The Board of Directors of MSAD No. 9 recognizes that the use of mind-altering chemicals is a significant health problem for many students, resulting in negative effects on behavior, learning, and the total development of each individual. Student's use and abuse of alcohol and other drugs also affect the development of skills related to participation in extracurricular activities. Familial chemical dependency problems, likewise affect the learning of children and place them at high risk of developing chemical health problems.
- B. Student health problems are primarily the responsibility of the parent or guardian. However, the school and community share in that responsibility because chemical health problems often affect learning and development.
- C. It is the affected student's right to learn and the community's responsibility to provide programs and services that include guidance, counseling, support groups, education, and positive adult models that will insure a safe environment in which alcohol and other drug dependency cycle may be broken.
- D. The Board of Directors support education and awareness activities for school personnel, students, and parents or guardians. These educational programs cover chemical use and abuse problems, including the symptomology of chemical dependency and related problems affecting students.
- E. The Board of Directors believes that a chemical health policy should include: (1) firm standards and prohibitions about the use and distribution of chemicals and; (2) assurances to the students that the school will help them confront and overcome their chemical use and abuse problems.
- F. Consequently the Board of Directors is committed to offering a comprehensive chemical health program that addresses both primary, secondary, and tertiary prevention.
1. **Primary prevention:** includes, yet is not limited to, those activities that focus on chemical health education, self-esteem, chemical-free alternatives, decision-making, and coping skills.
 2. **Secondary prevention:** addresses early intervention, referral, follow-up, and support services for students and families who may have chemical dependency or emotional problems.
 3. **Tertiary prevention:** addresses students who are taking part in out-patient treatment or are returning for an in-patient experience. A program will be developed and implemented to meet the individual needs of each student working on recovery from emotional or dependency problems.

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