

**Billings School District**

**HUMAN RESOURCES**

Alcohol and Drug Dependency

Billings Public Schools recognizes alcohol and drug dependency as a treatable illness. District employees who are so diagnosed shall receive the same consideration and opportunity for treatment that is extended to employees with other types of illnesses. On the basis of medical certification, employees with the illness of alcohol or drug dependency shall qualify for the employee benefits as provided in the District insurance policy.

The District's responsibility for alcohol or drug dependency is limited to its effects on the employee's job performance. For purposes of this policy, alcohol or drug dependency is defined as an illness in which an employee's consumption of alcohol or drugs interferes with job performance.

If the employee refuses to accept diagnosis and treatment, or fails to respond to treatment and the result of refusal or failure is such that job performance continues to be affected, the employee will be subject to Billings Public Schools' dismissal procedures.

Implementation of this policy will not require or result in any special regulations, privileges, or exemptions from the standard job performance requirements. All employees of the District, including those with a documented alcohol or drug dependency related illness, are responsible for abiding by the District's Alcohol and Drug-Free Workplace Policy. A violation of that Policy by an employee may lead to discipline, up to and including the termination of employment with the District.

Cross References: Policy 5001, Personnel Policies  
Policy 5007, Alcohol, Tobacco and Drug-Free Workplace Policy  
Policy 3250, Student Discipline  
Policy 9315, Alcohol, Tobacco and Drug-Free Events, Activities and Facilities

Legal References:

Policy History:

Adopted on: March 18, 1996  
Revised on: October 15, 2007