

Board of Trustees Douglas County School District

OBJECTIVES

EMPLOYEE ASSISTANCE/STUDENT ASSISTANCE PROGRAMS

The Douglas County School District is committed to the wellness of both its staff and students. Staff and students will be encouraged to seek out and utilize wellness, prevention and support programs and services developed or offered by the District. Such programs and services are targeted toward well-being, early intervention, and educational awareness.

The District may identify, support, or refer individuals to available internal or external assistance resources, including support groups and community-based providers, but does not guarantee the availability, appropriateness, or outcome of any outside provider or program.

Participation in available employee assistance services shall be voluntary unless otherwise required by law, District regulation, a lawful disciplinary or return-to-work directive, or an applicable collective bargaining agreement.

Information obtained through employee assistance referrals shall be handled as confidential to the extent permitted by law and applicable program requirements.

Student assistance services shall be coordinated in a manner consistent with FERPA, applicable student record confidentiality requirements, and District procedures governing access to student information.

Employee assistance and student assistance services may be delivered through different procedures, personnel, and referral systems consistent with the needs of each population and applicable law.

The Superintendent shall develop administrative regulations or procedures to implement this policy, including referral processes, program coordination, and confidentiality practices consistent with law.

Adopted: 8/8/89
Revised: 1/10/17
Revised: 05/19/2026