



File GBE

STAFF PERSONAL DIFFICULTIES ASSISTANCE

The Board believes that most human difficulties can be dealt with successfully provided they are identified during the early stages and referral is made to a helping resource. The Board therefore promotes an attitude of assistance and support towards solving human personal problems encountered by employees, such as alcohol, cannabis or other drugs misuse, physical or mental problems, or other concerns which may affect job performance.

The Board intends that this policy will encourage staff to take early advantage of the resources available on a voluntary basis. However, the Board's first commitment is to the education and well being of the students in the Division and therefore when performance is adversely affected, mandatory referral will be the alternative to dismissal.

Notwithstanding the intent of the foregoing policy statement, the Board reserves the right to give precedence to policies and procedures intended to cover the suspension or dismissal of staff in emergency situations.