EMPLOYEE ASSISTANCE PROGRAM

The Board of Directors of Tacoma School District No. 10 recognizes that problems of a personal nature may have an adverse effect on job performance and that most personal and job-related problems can be dealt with successfully when identified early and referred to appropriate professional resources.

The Employee Assistance Program (EAP) has been established to support individual and District effectiveness by addressing personal and job-related issues affecting individual employees. EAP is intended to positively impact the learning and work environment, increase employee productivity, and reduce absenteeism and turnover. The program reflects the District’s recognition that the well-being of its employees directly impacts the effective accomplishment of its goals.

EAP services are confidential and available to all employees. Participation in the EAP is voluntary and will not jeopardize employment or job promotion, nor shall such participation substitute for employer action(s) regarding evaluation, probation, and/or termination as provided for under collective bargaining agreements or Board policies.

Adoption Date: 10/28/99, Revised, 10/08/2015