

- b) In the case of problems with parochial employees, the responsibilities of the parish priest and vestry shall be similar to those of the Bishop, given above in 3.(a). It is strongly urged, however, that the Bishop be informed and that the evaluation services of the Diocesan Commission be employed.
- 4. In all cases where a parish or diocesan organization is affected by a key member being a victim of substance abuse, the Bishop may require the parish or organization to work with the Diocesan Commission in a program of education about the disease, its process and recovery.
- 5. Every parish, mission and diocesan organization, whether there be a problem with substance abuse or not, is strongly urged to invite the Diocesan Commission to make educational presentations on a recurring basis.
- 6. This policy shall be given to each priest/deacon in the Diocese, whether canonically Resident or under license, and to all employees. Copies will be distributed regularly to parish officers and mission officers, and spouses of clergy and employees. Parishes are likewise encouraged to make this policy known to employees of the parish and their spouses.

PROCEDURE

1. Any person, realizing a need for help with a drinking or drug problem, may make use of the following resources:
 - a) Self-referral for treatment, either inpatient or outpatient.
 - b) Self-referral to the Commission on Substance Abuse for assistance.
 - c) Self-referral to the Bishop for assistance.
 - d) Self-referral to self-help organizations such as Alcoholics Anonymous, Narcotic Anonymous, Alanon (for family members), etc.

NOTE: In any case where a person is referred for help, confidentiality will be carefully respected and information will be shared only with the person's knowledge and permission.

2. If persons are concerned about the possible substance abuse of another, they may seek assistance from the following:
 - a) Members of the Diocesan Commission for help in evaluating the situation and making the proper referrals.
 - b) The Bishop for his pastoral assistance and referral.
 - c) Community and/or family programs offered through many inpatient and outpatient treatment facilities.
 - d) Open A.A. and/or Alanon meetings, Narcotics Anonymous, etc.
3. In the case of pastoral relationship and/or employment problems where substance abuse is suspected, the following will apply:
 - a) Respecting the clergy and diocesan employees:
 - i. The Bishop will empower two members of the Diocesan Commission, one lay and one clergy, to evaluate the situation.
 - ii. After careful deliberation, these persons will make a confidential report of their findings to the Bishop for his pastoral evaluation and/or action.
 - iii. If indicated, the affected person will be asked to undertake evaluation and/or treatment. If accepted, the job protection and assistance sections of this policy will prevail. If refused, disciplinary action may be taken and/or the person may be terminated but only due to poor job performance and after all other reasonable steps have been taken. Any disciplinary action and/or termination will be taken only if agreed upon by the Bishop and the two evaluators.

POLICY: CLERGY AND OTHER EMPLOYEES OF THE CHURCH WITH PROBLEMS OF SUBSTANCE ABUSE

REVIEWED, REVISED, UPDATED: By The Executive Council

DATE: May 8, 2010

Addiction to alcohol or other prescribed or non-prescribed mood altering chemicals affects the victim physically, emotionally and spiritually. All persons who are in close contact with the victim of substance abuse are also affected. This may be in as devastating a fashion as the one afflicted; e.g. the family, or to a somewhat less, though equally severe extent, such as coworkers and/or parishioners who suffer because of the poor judgment and/or erratic behavior of the addicted person.

Substance abuse is highly treatable. Many persons, placed in a position to receive help, respond favorable and are able to return to a full and useful life.

POLICY

1. Substance abuse is not grounds for dismissal from any charge or employment position in and of itself. Poor job performance, for any reason, may be grounds for dismissal; however, all reasonable steps must first be taken to help the person involved.
2. It is the policy of the Episcopal Diocese of Eau Claire that no person who seeks help for substance abuse will be dismissed for being ill or for seeking help. The Diocese will allow as much time for treatment as is reasonably indicated by competent medical authority, including detoxification, primary inpatient treatment and aftercare which may include various forms of counseling and/or transitional living. Another appropriate treatment modality could be outpatient counseling. Any form of therapy must be provided by a competent, certified facility or therapist.
3. The Diocese will do as much as it possibly can to aid in the healing and reconciliation of relationships, both personal and professional, which have been damaged by substance abuse. The Diocese will also provide whatever assistance it can to aid in the ongoing healing and growth in any place in the Diocese where addiction has caused problems.
4. The Diocese of Eau Claire will not discriminate against recovering alcoholic/chemically dependent persons in job appointment or hiring practices.
5. The Diocese shall maintain a Commission on Substance Abuse.