

Employee Assistance Program

What is the EAP?

The [Employee Assistance Program \(EAP\)](#) is designed to provide professional counseling assistance to employees who are experiencing personal problems that affect their work performance.

What does it offer?

The program offers initial counseling and referral services for staff, faculty, and their dependents with personal and workplace issues, including but not limited to:

- Anxiety
- Caregiver Stress
- Communication
- Conflicts at Work
- Crisis Debriefing
- Depression
- Emotional and/or Psychological Issues
- Grief and Loss
- Job Stress and Burnout
- Manager and Work-Group Consulting
- Parenting
- Personnel Issues
- Relationship and Family Concerns
- Relationship Violence
- Stress Management
- Substance Abuse

What about confidentiality?

Contacts with the EAP are held in strict confidence. EAP records are protected by professional standards of confidentiality. Records do not become part of an individual's personnel file. No one can be advised of utilization of the EAP without prior written consent of the employee.

Who may use the EAP?

All employees of the Utilities Department who are on the University health plan may use the program at any time. Employees are encouraged to seek help whenever they are experiencing personal problems that affect work performance.

What does it cost?

There is no cost to the employee for the services of EAP. All fees charged by outside referral agencies must be covered by the employee or the employee's health insurance.