



5-minute safety talk

Your Employee Assistance Program: A Valuable Company Benefit and Resource

Take the First Step: Contact The Company EAP

Employee Assistance Programs (EAP's) can be an effective first step for seeking help with any number of personal issues including non-medical prescription drug use. Sometimes encouraging a co-worker to 'make the first call' is just the support an individual needs in accessing these services. An EAP offers an easy, no cost way for an employee to talk with someone immediately by phone for advice and receive some next steps that make sense for their needs.

Confidentiality is Key

EAP services are confidential and offered by an external company whose staff are not connected with the employer. Anything you discuss with an EAP intake/counselor is completely confidential and your privacy will not be violated. In no case is the content of a phone call, interview or counseling session shared with the employer.

Referral and Potential Treatment

Making that initial call puts an employee in the place to receive a referral for additional services, and in the case of prescription drug issues an evaluation for counseling or potentially, treatment. The EAP is designed as a first step where short-term options are offered, and may work in conjunction with medical coverage through your employer sponsored health plan.

Employer Referrals

Sometimes, a supervisor will refer an employee to EAP services. These referrals can be informal, such as when a supervisor observes that an employee may be experiencing problems related to stress at work or a personal situation. However, some referrals may be mandatory or required in order for the employee to keep their job. These situations are often due to substance use problems or serious performance issues. Your company policy will clearly outline the types of problems and procedures to be followed in these situations.

Don't Wait Too Long

If you are concerned that you or a co-worker may have a problem, don't wait. Individuals who use EAP services report being very pleased and relieved that they took the first step regardless of their problem. Even if you are not sure that you or a co-worker has problem, it does not hurt to call and talk confidentially with an expert.

What does it cost?

All EAP services are provided at no cost to you. If an outside referral is recommended, you are responsible for those costs. Your ability to pay and your health insurance benefits will be considered when the EAP offers referral options.

What if I have a problem that really isn't affecting my work, but I still need help?

Please call the EAP. This could be the best way to prevent the problem from affecting your job. It certainly may help you find a quicker solution. Check with your employer regarding drug-free workplace and employee assistance policy and procedures.



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