



Welcome to the Florida State University Employee Assistance Program presentation. What is the Employee Assistance Program or EAP? The Employee Assistance Program incorporates various services which include the FSU Mediation Program, the Emergency Loan Fund and a number of Training and Organizational Development Activities.



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FSU offers an Employee Assistance Program (EAP) because:

FSU is committed to improving the well-being of its employees through a program that provides help in dealing with personal and/or workplace difficulties.

FSU values you as a person as well as the work you do. Therefore, a complete program is provided to give you the help you need, when you need it.



Employee Assistance Program (EAP)
Division of Finance and Administration
New Employee Online Orientation

Why does FSU have an Employee Assistance Program or EAP? The Employee Assistance Program represents a commitment by FSU to improve the well-being of its employees through a program that provides help in dealing with personal and/or workplace difficulties.

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The Employee Assistance Program offers:

- Brief Counseling/Intervention for employees
- Supervisor Consults
- Emergency Loan Fund (ELF)
- Organizational Development
- Mediation Program

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The EAP provides a centralized location where FSU employees may seek and obtain assistance in the five following areas: **Brief**

Counseling/Intervention for employees to address personal/workplace issues, Supervisor Consults, Emergency Loan Fund (ELF), Organizational Development and Mediation.



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How Can These Services Help Me?



Brief Counseling/Intervention

The EAP is confidential and provides problem evaluation, brief intervention, referral (if needed) and follow-up services to help FSU employees deal with:

Marital and family conflicts

Parenting

Relationship issues

Financial difficulties

Separation/divorce

Grief/loss issues

Job Stress

Anxiety/depression/anger

Physical/sexual/emotional abuse

Alcohol and drug abuse

Eating disorders

Communication problems

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The Employee Assistance Program is confidential and provides problem evaluation, brief intervention, referral (if needed) and follow-up services to help FSU employees deal with: Marital and family conflicts, Parenting, Relationship Issues, Financial Difficulties, Separation/Divorce, Grief/Loss Issues, Job Stress, Anxiety/depression/anger, Physical/sexual or emotional abuse, Alcohol and drug abuse, Eating disorders and Communication problems



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How Can These Services Help Me?

Supervisor Consults

- To address employee job performance issues
- Provide problem resolution/enhance supervisory skills
- Strengthen workplace relationships



Emergency Loan Fund (ELF)*

- * To qualify, employees must meet all criteria, including completion of 12 months continuous service at FSU



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We offer Supervisor Consultations concerning workplace issues and emergency loans for those unexpected financial needs that sometimes crop up.



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How Can These Services Help Me?

- Organizational Development: Training and workshops



- Mediation Services:



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The "Organizational Development" component of the EAP consists of conducting trainings and workshops on areas of interest. Current class offerings include: Team Building, Team Dynamics, Conflict Communication Skills, Stress Management, Working with You is Killing Me, EAP for Supervisors and Compassion Fatigue.

We also provide mediation services (conflict resolution) for employees to help them resolve differences in a constructive way.



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Eligibility and Cost:

EAP services are free to:

- ✓ All FSU employees
- ✓ Their dependents
- ✓ Their immediate family members
(Spouse/partner, children or family members living in the same household as the employee).

NOTE: Dependents and/or immediate family members may be accompanied by employee or contact us on their own.

If and when a referral is made to an outside agency, we make every effort to obtain the best care at the best price. Health insurance often covers referral resources (e.g. inpatient/outpatient care in private or public treatment facilities)

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Who is eligible for our services?

You are eligible to use our services free of cost if you are an employee, a dependent, or an "immediate family member" of an employee of FSU. This includes spouse/partner, children, or other family members who live in the same household/residence as the employee. Dependents and/or immediate family members can seek help with the employee or on their own. When a referral is made to an outside agency, there may be a fee/cost associated with those services. We make every effort to obtain high quality care at the most reasonable cost. Health insurance will cover many referral resources, such as inpatient and outpatient care in private and public treatment facilities.



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Sometimes a department head or supervisor might provide you with a referral or suggest our services to assist you in resolving any personal difficulties that may be affecting your job.

However, sessions are strictly confidential and your privacy is rigidly protected. No information can be released to anyone without your consent.



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Sometimes personal problems can interfere with your job. If this happens, a department head or supervisor might provide you with a suggested or supervisor referral regarding the use of our services to assist you in resolving any personal difficulties. However, our services are confidential and your right to privacy is rigidly protected. When you seek assistance, no one will be told that you are using the program. The Employee Assistance Professional cannot release any information to anyone without your consent. Employee Assistance professionals follow a strict code of professional ethics in dealing with confidentiality.



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Help is ready and available!



Jim Bramblett, PH.D, LMHC, CEAP - Director
Mary Wilkes, LCSW, CEAP – Associate Director
Melissa Bolen, PH.D, LMFT – Clinical Coordinator

We are located at 937 West Jefferson Street

To schedule an appointment, call us at (850) 644-2288
Fax: (850) 644-1043

For more details, visit our website <https://eap.fsu.edu/>

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