

# Reach for Resilience

Helpline for ND Healthcare Workers

701-365-4920



*I'm struggling.....*

**COULD EAP HELP?**



## FAQ'S ABOUT EAP

### Q: WHAT IS AN EAP?

A: An Employee Assistance Program (EAP) is a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems.

EAPs address a broad and complex body of issues affecting mental and emotional well-being, such as alcohol and other substance abuse, stress, grief, family problems, and psychological disorders.

(definition from the Office of Personnel Management)

### Q: WHAT WILL THE EAP TELL MY EMPLOYER?

A: EAP is confidential. No identifying information goes to your employer, including what you discuss in counseling.

### Q: DO I HAVE TO ASK PERMISSION OR GO THROUGH MY HR OR SUPERVISOR TO USE IT?

A: No, you do not need to ask permission to use your EAP. If you are unsure if your employer has an EAP, that would be a question for HR. You are not obligated to tell them you're using it or plan to use it.

### Q: HOW MUCH DOES IT COST?

A: Free. EAP is provided as a benefit through your employer at no cost to you.

