

EMPLOYEE ASSISTANCE PROGRAM

We're Here for You

Sometimes life can be overwhelming. Problems can arise related to your job, finances, or relationships and you may not be sure where to go for advice. Stony Brook University's Employee Assistance Program can help.

We recognize the connection between physical and emotional well-being and an individual's happiness and productivity, both on the job as well as in the home.

With convenient locations on both West and East campuses, EAP serves as a valuable resource for faculty, staff, their families, and departments, helping to reduce the impact of personal and job-related problems affecting employee productivity.

Who is Eligible

We serve Stony Brook faculty, staff, and their families. This includes the State of New York, Research Foundation, and other affiliated groups.

How to Make an Appointment

Call (631) 632-6085 to schedule a confidential appointment.

What We Can Do for You

EAP is committed to improving your well-being and the general work environment by offering a variety of services. We listen to you, evaluate your situation, and offer guidance. In certain cases, we may refer you to another professional who specializes in your specific concern. Our services fall into two categories: Early Intervention and Prevention.

Early Intervention Services

For the Individual

- Information and consultation
- Assessment and referral
- Supportive follow-up

For the Supervisor

- Management consultation
- Supervisory training
- EAP Orientation

For the Organization

- Consultation on workplace policies
- Critical Incident Stress Management

Prevention Services

Training

- Lunchtime Learning Workshops
- On-site workshops per request of a department
- EAP Orientation for new employees
- Supervisory Workshops

Education

- Lending Library
- Web site (www.stonybrook.edu/eap)
- *The Frontline Supervisor* monthly newsletter
- Health and Wellness Fairs

Frequently Asked Questions:

Is EAP truly confidential?

All visits to the EAP are confidential. No information can be shared unless the employee signs an authorization for release of information. The only exceptions to confidentiality are when information is required by law, such as when a person is likely to harm himself or herself or others, or when there is a reasonable suspicion of child abuse.

How much time should I allow for my appointment?

Plan on an hour for your appointment. The purpose of this time is for you to let the EAP professional learn about your problem or concern. By the end of the appointment, both of you will have a plan of action or recommendations outlined.

Do I meet with EAP on work time?

Generally this is at the discretion of the department and supervisor. Employees can participate on work time with supervisory permission. EAP will attempt to be flexible with appointment scheduling. Consideration will be given for those who prefer to participate without their supervisor's knowledge or in situations where attending during work time would cause hardship for the department. If a supervisor refers an employee, then it is usually agreed that attending on work time is permissible.

Does EAP primarily help faculty/staff who may have psychological or chemical dependency problems?

No, not necessarily. Many of the people we see have everyday problems that have the potential of getting out of hand. Some of these might include:

- Adjusting to separation/divorce or being widowed
- Assisting with elder care resources
- Coping with grief or loss
- Dealing with illness or injury
- Learning to balance work and family
- Managing stress
- Understanding adolescent behavior

When does a supervisor refer an employee to EAP?

- **With job performance problems:** The supervisor may suggest use of the EAP as a resource. It is well known that personal problems can affect one's ability to do his/her job.
- **Without job performance problems:** It is not uncommon for a supervisor concerned about an employee's well-being to refer him/her to EAP for support and guidance. A supervisor may call the EAP to find out how to refer a faculty/staff member.

EAP offers a comfortable, confidential setting for sharing your concerns with someone who is objective.

For more information about EAP services, please call (631) 632-6085 or visit our Web site at www.stonybrook.edu/eap.



Confidential Help From Caring Professionals

*For Stony Brook Employees
And Their Families*



What is EAP?

The EAP is a free, voluntary,
and confidential worksite-based
program that assists faculty
and staff in the prevention,
early intervention, and
resolution of problems that
may affect job performance.
These may include personal,
family, and work issues.

For Example:

Personal/Family Problems

- Addictions
- Adolescence
- Anxiety
- Child Care
- Credit
- Depression
- Elder Care
- Financial
- Grief/Loss
- Parenting
- Relationships
- Stress
- Substance Abuse
- Violence

Work Problems

- Career
- Change
- Conflict
- Impairment
- Return to Work
- Work Stress

The EAP is a jointly sponsored New York State labor and management program that has served the campus community since 1985. EAP staff members are experienced mental health professionals with graduate degrees who are also certified in the practice of employee assistance.