

Employee Assistance Program (EAP)

<http://eap.dadeschools.net>

The Employee Assistance Program is for you, the individual employee, and for your immediate family members. The EAP is designed to provide confidential help to individuals whose personal problems are affecting their ability to function at home, in their social life or on the job. All of us at one time or another have personal medical problems which affect us in many areas of our lives. Most of the time we find our own solutions to these problems. Sometimes, however, outside help and professional guidance are needed. Your Employee Assistance Program is a good place to start.

Scope of Program

The Employee Assistance Program (EAP) is intended to help employees and their families who are suffering from persistent problems that tend to jeopardize an employee's health and continued employment. The problems may include alcoholism, drug abuse, emotional or other concerns, such as health, family, stress, marital, financial, legal, or vocational difficulties. Miami-Dade Public County Schools recognizes behavioral disorders and mental health problems as illnesses that can be successfully treated. The program goal is to help those individuals by providing consultation and referral to treatment and rehabilitation, in order to prevent their condition from progressing to a degree at which they cannot work effectively.

Areas of Assistance

HOW DOES THE PROGRAM WORK? The primary objective of the EAP is to assist employees who need help in resolving their personal problems as soon as possible. When you contact the program, a specialist will assess your problem, advise you of the available alternatives for solving the problem and then help you find the best solutions. Your EAP can help you to gain some perspective, and perhaps guide you to professional counseling. Your special needs (language, culture, geographic location) will be considered.

WHEN IS A PROBLEM SERIOUS ENOUGH TO REQUIRE PROFESSIONAL HELP? When a personal or medical problem has persisted in spite of your own efforts to correct it, you may need outside help. It's always better to work on problems before they get out of hand. Some of the areas in which the Employee Assistance Program can provide assistance include:

- ALCOHOLISM OR DRUG ABUSE
- FAMILY OR MARITAL PROBLEMS
- STRESS
- GRIEF AND OTHER EMOTIONAL PROBLEMS
- FINANCIAL CONCERNS
- DOMESTIC VIOLENCE
- VIOLENCE IN THE WORKPLACE
- CONFLICTS ON THE JOB