

FORT CARSON EMPLOYEE ASSISTANCE PROGRAM



Army Substance Abuse Program



PURPOSE

- The Employee Assistance Program
- Who Can Use The EAP
- Identify Factors That May Affect Job Performance
- Identify Services Provided by EAP
- What About Confidentiality
- Identify Where to Contact EAPs

A faded background image showing a group of people in an office environment. They are gathered around a table, looking at documents and talking. The image is semi-transparent, allowing the text to be clearly visible.

Employee Assistance Program:

DEFINITION:

EAPs offer assessment, referral, short term problem resolution, and work/life training to enrich the quality of life at work and home.

GOAL:

To restore Department of the Army civilian employees to full productivity and improve the mental health and well-being of the people and communities we serve.



What is the EAP

A job-based program designed to restore DA civilian employees to full productivity.

Helps employees and their family members whenever feasible, with problems that may affect their well-being and their ability to do their jobs.

Assists other eligible civilians with adult living problems.





Intended Participants

- **DA Civilian Employees**
- **Military and Civilian Employee Family Members**
- **Military Retirees and their Family Members.**



Alcohol/ Drug Abuse Statement



DA civilian employees must refrain from:

- **Alcohol abuse**
- **Using drugs illegally**
- **Prescription Medication Misuse**

On or off duty



Adverse Changes to Job Performance

Job effectiveness can be adversely affected by:

- **Substance abuse**
- **Mental or emotional problems**
- **Family responsibilities**
- **Financial or legal difficulties**
- **Dependent (child/elder) needs**
- **And more ...**



How Can An EAP Help Employees?

- **Helps employees and their families with any problems or concerns that affect their job performance.**
- **Creates a healthier workplace for the employee and employer.**
- **Assists employees with personal issues, decision-making, and resources.**



Employee Assistance Program Coordinators (EAPC) Services

Provide:

- Screening
- Short-term problem resolution
- Referral services
- Follow-up services

Consultation:

- Installation CPAC
- MRO
- DOT SAP (separate regulations)
- Supervisors and Managers
- Senior Leadership



Employee Assistance Program Coordinators (EAPC) Services

POC for Impaired Health Care Personnel Program (IHCPP).

- ❑ Exception to brief intervention



Present prevention education training on:

- Alcohol and other drugs
- How to use EAP services
- Prevention Education

**Mandated minimum of 2 hours
annually for all civilian employees**





EAPC Duties

Advise/update supervisors on employees' progress (as permissible by law and this regulation)

Publicize ASAP services

Maintain listings of available community counseling and treatment resources

Collect information required for reports.



Screening and Referral

Job performance, conduct, or attendance record indicating a problem.

Supervisors will refer any civilian employee who is found to abuse alcohol or prescription medications, or use illegal drugs.

Military or civilian medical officer may conduct a medical evaluation.



Employee Costs

No direct charge for:

- Out patient civilian services provided by the ASAP counseling center or the Employee Assistance Program
- Initial evaluation requested by the ASAP Counseling Center for treatment purposes performed by U.S. Army Hospitals.





Limits

DA Civilians, Retirees, and Family Members may participate in all aspects of the Employee Assistance Program.

Contractors are not eligible to receive EAP services.





Confidentiality

The confidentiality and disclosure of records is controlled by 42 USC 290dd-2; and 42 CFR Part 2. This is limited to the following:

- **Identity**
- **Diagnosis**
- **Prognosis**
- **Treatment**



Confidentiality Begins...

Confidentiality starts prior to enrollment for the client (employee)

During the initial screening, the confidentiality statement will be reviewed with the client.





Quiz





Review Question 1

Who is eligible to receive EAP services?

- a) Civilian Employees
- b) Civilian Employee Family Members
- c) Retirees and Eligible Family Members
- d) All of the above



Review Question 2

True or False

**DA civilian employees must refrain from:
Alcohol abuse and the use of illegal
drugs “on or off duty.”**



Review Question 3

When does confidentiality begin?

- a) Never, there is no confidentiality.
- b) Once the client signs the confidentiality statement.
- c) Before the client is enrolled.



Review Question 4

The Employee Assistance Program provides the following services:

- a) Screening
- b) Short-term counseling
- c) Referral services
- d) Follow-up services
- e) All of the above



Review Question 5

The confidentiality and disclosure of records includes

- a) Diagnosis
- b) Prognosis
- c) Treatment
- d) Identity
- e) All of the above



Review Question 6

True or False

The Employee Assistance Program (EAP) offers Short term counseling and work/life training only to ensure that employees are productive.



Review Question 7

An EAPC's duties include:

- a) Advise/update supervisors on employees' progress (as permissible by law and this regulation.)
- b) Long term counseling services.
- c) Insuring the safety of the workplace.
- d) All of the above.



Review Question 8

True or False

The purpose of the EAP program is to restore Department of the Army civilian employees to full productivity and improve the mental health and well-being of the people and communities we serve.



Review Question 9

Job effectiveness can be adversely affected by:

- a) Substance abuse
- b) Mental or emotional problems
- c) Family responsibilities
- d) Financial or legal difficulties
- e) All of the above




Review Question 10

True or False

Army Civilian employees are required to have two hours of prevention education every year.

Services are no longer available to Defense Health Agency Employees (unless the fit one of the civilian components) who are eligible: Active duty-spouse, retirees, or family member of the same.

army.mil
vs
health,mil

 Magellan Ascend EAP Contact Information

Website: <https://magellanascent.com/Home/Login>

DHA Home Page:

<https://magellanascent.com/?ccid=hpZiwlTni%2FVKNrZqvUQNB9N3iSLoJtHvb7DeIpHbiXc%3D>

24/7 Phone: 866-580-9046

3-7 days for appointment, off post, may require leave.



How to Reach your EAP

Monday through Friday during regular office hours by appointment.

Calvin Lidmark

calvin.n.Lidmark.civ@army.mil

1625 Ellis Street, BLDG 1218, Room 212
FT. Carson, Colorado 80913



Telephone
(719) 526-2196

**A
S
A
P**