

*University of Alabama in*  
*Huntsville*

Employee Assistance Program  
(EAP)

EMPLOYEE ORIENTATION



# Employee Assistance Program (EAP)

- Your EAP is:
  - CONFIDENTIAL
  - EMPLOYER SPONSORED
  - 5 FREE VISITS
- Available to all employees and eligible dependents
- 24/7/365 Access
- Bilingual services available
- Nationwide network
- Community resources



# Primary EAP Services

- Marital and family problems (e.g., divorce, remarriage)
- Stress at home, job related stress
- Workplace conflict
- Alcohol and drug related issues
- Grief and loss
- Life changes
- Behavioral problems
- Legal and financial difficulties
- Emotional problems
- Personal and professional development
- HR and Management consultations



# Why you have an EAP

- As UAH is committed to the health, safety, and wellness of its employees, the EAP will support their efforts to keep employees *emotionally* well.
- By being aware of how unresolved personal problems impact work performance and family/personal relationships, employees and dependents may become more productive and effective at home and at work.



# Three Types of EAP Referrals

- **Employee Self Referral**

An employee has a concern for which they are voluntarily seeking assistance.

- **Dependent Self Referral**

A Dependent has a concern for which they are voluntarily seeking assistance.

- **Manager/Supervisor Referral**

A Manager/Supervisor refers his/her employee to the EAP to help address a work performance issue that remains unresolved.



# How Does the EAP Work?

- Call the number
- You will be asked some questions about yourself and who you work for
- Inform us if you are in crisis or need emergency assistance
- Briefly state the concerns you have
- Referral is made to a provider
- Your EAP visits will be pre-approved
- Follow up will be handled as needed



**Members are referred to licensed  
mental health professionals for  
face-to-face counseling.**

Providers are available locally as well as  
nationwide.



A wide range of community resources are also available. This includes groups such as:

- Alcoholics Anonymous
- Grief support groups
- Divorce recovery groups







Managed Behavioral Healthcare and Employee Assistance Programs

## American Behavioral

> Keeping Your Employees Productive, Keeping Your Business Profitable

MEMBERS

PROVIDERS

OUR CLIENT  
CORPORATIONS

PROSPECTIVE  
CLIENT  
CORPORATIONS

**AMERICAN BEHAVIORAL** is a full-service behavioral healthcare organization providing Employee Assistance Program services, managed behavioral healthcare, pre-employment and promotional psychological testing, drug screening, manager and supervisor training, and critical-incident stress management.

[>> LEARN MORE ABOUT AMERICAN BEHAVIORAL](#)

### LATEST NEWS

New authorization process effective July 1st

How to recognize and deal with stress -  
4/19/2010

AMERICAN BEHAVIORAL EXPERT TO SPEAK AT  
NATIONAL CONFERENCE - 4/19/2010

PERSONAL ADVANTAGE

GO

Login is for members only. If you do not know your user name and password, please contact your human resources department [NEW USERS REGISTER HERE](#)



ACCREDITED  
HEALTH UTILIZATION  
MANAGEMENT

**Member Login:** User Name: UAH Password: resources

**Personal Advantage:** User Name: UAH Password: create own

If a member needs additional assistance beyond what the EAP can provide, care will be coordinated through the appropriate health plan.



# 24 Hour Crisis Response

- 24 hours/365 days/holidays and weekends
- Answering Service receives the call
- An American Behavioral representative will respond to the call
- Assessment of need will be performed by the representative
- Crises are treated as such



# Employee Awareness

- Is essential to an EAP working to its fullest potential
- American Behavioral will provide communication materials (ID cards, posters, Payroll stuffers, brochures, handouts, content for newsletters)
- Health Fairs/Wellness Fairs/Open enrollment meetings/Benefit Fairs
- Management Training
- Employee Training



# Contact American Behavioral

Corporate Office  
550 Montgomery Highway  
Birmingham, AL. 35216

205-879-7957  
1-800-925-5327

[www.americanbehavioral.com](http://www.americanbehavioral.com)



**American Behavioral  
welcomes all employees and family  
members of UAH.**

**Thank you!**

