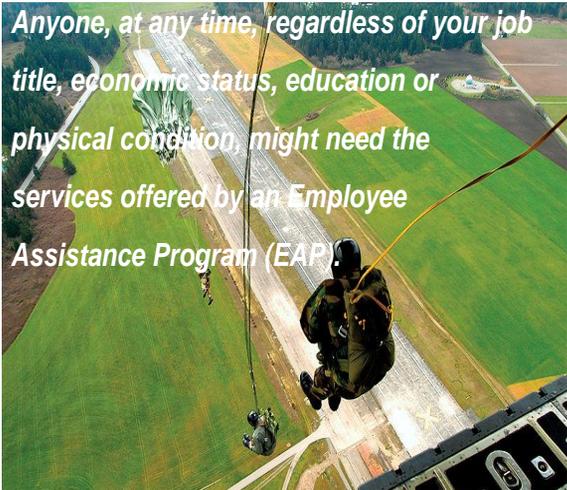


Who needs the EAP?



Anyone, at any time, regardless of your job title, economic status, education or physical condition, might need the services offered by an Employee Assistance Program (EAP).

EAPs offer counseling to identify and resolve personal or job concerns, help employees and their families enjoy more fulfilling lives and careers. Through prevention, identification, and resolution of issues that cause stress, EAPs enhance effectiveness by working with you to improve and maintain your physical and mental health, and increase your productivity.

EAPs have been shown to contribute to:

- Decreased absenteeism
- Fewer accidents and worker's compensation claims
- Greater employee retention
- Fewer employee disputes
- Significantly reduced medical costs
- due to early identification and treatment of individual mental health issues and substance abuse

EAPs are unique in that they provide counseling treatment and referral services to individual employees and family members throughout entire companies or organizations.

“For decades, EAPs have demonstrated their value, both to the individuals whose lives they have improved and to the employers and work organizations that benefit from having healthy workers. As Millennial generation adults enter the workplace, they bring with them an array of unique personal concerns as well as some of the same mental health and substance use issues that employers have been addressing for many years. By developing new strategies and resources, and by strengthening partnerships and linkages with work/life, human resources, health and wellness, absence and disability management, and accommodation efforts, EAPs will be even more effective in assisting this new generation in becoming productive workers in the 21st century workplace.”

“Employee Assistance Programs for a New Generation of Employees: Defining the Next Generation”

U.S. Department of Labor, January 2009

Employee Assistance Program

For DoD Civilian Employees
of JBSA-Randolph &
JBSA-Lackland

Graci Etter, LPC

DIRECTOR OF MENTAL HEALTH

210-213-6454



What is the EAP?

The Employee Assistance Program (EAP) provides free, confidential counseling services to Department of Defense (DoD) civilian employees of Lackland Air Force Base and their family members. It is designed to effectively address and help you overcome problems that can adversely affect your job performance, reliability, and health. The EAP offers a wide range of personal and professional guidance. Counseling is provided in private, confidential sessions for individuals, couples, or (where appropriate) families. You or a family member may have up to five counseling sessions with a counselor—including one initial assessment and four additional sessions—to work on each issue. If you need continued services after the five sessions, you'll be referred to appropriate, affordable community resources.

Appointments are available in English or Spanish on evenings and weekends as well as weekdays, and you may request a male or female counselor. To contact a counselor, call the VHT hotline at 210-213-6454, 24 hours a day, seven days a week.

Why is the EAP important?

- It offers **reliable problem-solving advice** when worries begin to affect your work and home life.
- It gives you convenient **access to licensed counseling professionals**.
- It improves your **ability to solve problems, to effectively communicate, and to manage life and work situations**.
- It helps you **identify unhealthy, destructive behaviors and replace them with healthy, productive behaviors**.
- It **promotes constructive choices** in the areas of physical, emotional, relational, and family health.
- It **increases your reliability and on-the-job functioning**.

Where can I get help?

Counseling is conducted at VHT's satellite office:

10010 San Pedro Ave.
Suite 610
San Antonio, TX 78216

210-213-6454

How does the EAP work?

Short-term counseling is available to address issues such as:

- Marital difficulties or family conflicts
- Anger and violence management
- Mood disorders (depression, suicidal thoughts, anxiety, bipolar illness, psychotic disturbances)
- Stress management
- Trauma/PTSD
- Financial and legal problems
- Elder care
- Substance abuse/chemical dependence
- Job stress, co-worker conflicts, downsizing
- Death of a loved one or co-worker

Training, consulting, and crisis intervention is also provided on the following topics:

- Conflicts among co-workers and supervisors
- Stress/tension/anxiety management
- Anger and violence management
- Depression (including dealing with suicidal individuals)
- Job performance/attendance problems
- Substance abuse/chemical dependence
- Dealing with difficult employees
- Ways to Increase morale/job satisfaction
- Death of a co-worker