



## What is EAP?

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- Employee Assistance Program
- A *confidential* benefit provided through your employer's participation with the **Vermont Education Health Initiative (VEHI)**.
- A resource for information to assist you in dealing with areas of stress in your life, from the practical to the complex
- EAP offers you the opportunity to meet *confidentially* and *free of charge* with an EAP specialist who can help you with a wide range of life issues that may be impacting you.
- A starting point for problem-solving with a seasoned EAP professional, whether you have a personal or work-related concern
- Short term supportive counseling, with referrals to other professionals as needed
- Telephonic assistance for work-life issues: referrals for legal, financial, elder or child-care issues, fuel assistance and any other resource-related concern.
- Dynamic website with resources and articles that can provide help for coping with stressful situations in your life.
- **NEW:** During COVID 19 precautions, Invest EAP is offering services via *telehealth* and *phone*.

### Who is eligible to use EAP?

- You
- Members of your immediate household: spouse, partner, roommate, etc.

### What types of issues are appropriate for EAP?

- If it is a source of stress or uncertainty to you, it is an EAP issue. If it distracts you during your workday, it is an EAP issue. A call to EAP is always appropriate.
- Examples of issues could include:
  - Stress
  - Grief/Loss
  - Relationship problems
  - Depression
  - Anxiety
  - Alcohol/substance concerns
  - Elderly parent needs
  - Anger
  - Health issues impacting your work or personal life
  - Life transitions
  - Legal difficulties
  - Financial stress
  - Workplace issues
  - Parenting concerns



## What is EAP?

### What's in it for my VEHI or my employer?

- VEHI is committed to creating a culture of wellness in Vermont's public schools. Employers care about the individuals who work for them, and they understand that employees' personal lives don't stop just because they are now at work.

### What happens once I contact EAP?

- A call to EAP puts you in touch with our call center specialist, 24 hours a day. Our call center specialists will listen, ask you some clarifying questions and when helpful, provide in-the-moment support.
- You may be completely satisfied with the initial phone conversation, but you will also be offered the option of a referral to a local counselor who can help you take a solution focused approach to defining the problem or issue you wish to work on.
- Once referred to the local EAP counselor, you will work to define the problem-
  - If the problem is defined as resolvable within the *short term* EAP model, you will work with the EAP counselor and no referral through insurance will be made.
  - If during the initial EAP assessment, it is determined that you would benefit from longer term treatment, your EAP counselor will refer you to a clinician who can work with you over time toward resolution. That work is paid by you or your insurance.

### Can I see a specialist (e.g., child psychiatrist) through EAP?

- Specialists provide actual treatment beyond the scope of EAP. Your EAP counselor can help refer you to a suitable specialist. In some cases, we may be fortunate to have an EAP counselor in your area with the specialty you seek. In this case, we'll refer you to that person.

### Will my VEHI, my employer or colleagues know I am using EAP?

- No. EAP is a benefit administered separately from your organization. It is a contracted program staffed by mental health professionals obligated by state and federal laws to maintain the confidentiality of their clients and adhere to the ethics of their profession.
- The only information EAP provides back to VEHI is through generalized annual usage summaries with all identifying data removed. Usage is reported in percentages relative to the entire VEHI state-wide member pool, as are categories of issues.

### How do I learn more about EAP?

- Call toll free 1-800-287-2173 or
- Browse the website for resources at [www.investeap.org](http://www.investeap.org). Create a Login.  
Organization Password: *vsbit*



### Can I earn PATH points for using EAP?

- Yes. When members make a "meaningful use" of EAP (typically meeting for several sessions with an EAP counselor to work on a goal or mapping out a problem, they may qualify for PATH points. Please email requests after you use the service to: [EAPPATHPOINTS@investeap.org](mailto:EAPPATHPOINTS@investeap.org)