

## **Employee Assistance Program**

### ***Philosophy & Objectives***

#### **Target Group**

The Family Services Employee Assistance Program (FSEAP) is available to any employee or dependent/cohabitating family member whose organization holds an Employee Assistance Program (EAP) contract with the EAP program. There are no geographical boundaries for this service.

#### **Philosophy**

The EAP program recognizes that:

- employees are a very important and valuable resource of any organization.
- everyone has problems at one time or another and that is part of what it means to be human.

The EAP program believes:

- that employees and their families can be helped through professional counselling.
- that each employee or family member has their own unique perspective on the problems he/she is bringing to counselling. This uniqueness is informed by a variety of influences including social, cultural and spiritual factors.
- when employees or their families are helped with a personal problem, their home and work life are improved.
- the cornerstone of EAP service is confidentiality.
- in promoting a productive and healthy work environment for all employees.
- in educating and developing managers, union officials and staff on how to enrich the work place environment for health and growth.
- in being a catalyst to make the workplace more productive and healthy.

## **Objectives**

- To provide accessible, professional counselling and information to employees and their families.
- To tailor interventions which are reflective of each employee or their family's capacity to problem solve with regard to their situation.
- To promote individual, partner, parental and family well-being.
- To provide flexible and individualized EAP programs to organizations at a reasonable cost.
- To provide consultation to managers, supervisors and union officials in order to assist them in supporting troubled employees.
- To promote knowledge and provide education to improve both personal and organizational well-being.
- To assist organizations in improving employee health in the workplace.