

## Employee Assistance Program (EAP)

### 1075.1 PURPOSE AND SCOPE

The purpose of this policy is to provide employees with professional assistance to resolve personal or job-related issues that may affect job performance and health.

This applies to all employees and their family members.

### 1075.2 POLICY

Northwest Fire District recognizes that a wide variety of personal or job-related issues may affect an employee's job performance and health.

The District provides an Employee Assistance Program (EAP), which provides a confidential resource for employees and their family members to find support and resources to help resolve personal or job-related issues.

### 1075.3 EAP

The EAP is available 24 hours/day, seven days /week and employees receive up to twelve (12) counseling sessions per presenting issue with a licensed clinician to address issues such as depression, stress, relationship problems, grief, substance abuse, anxiety or other emotional health concerns.

These sessions are confidential, and there is no co-pay.

Summary of Resources available to employees and their family members may include:

- Short-term Counseling
- Free Legal Services
- Expert Referrals
- Free Financial Services
- Web Portal
- Mobile App

### 1075.4 ADDITIONAL INFORMATION

For additional information about the District's EAP, please see Human Resource Services.