

## **Employee Assistance Program & WorkLife Services**

Fayette County Public Schools (FCPS) provides employees and household members with free, confidential counseling and work life services through Inova Employee Assistance (IEA): 1-800-346-0110.

### **What is the Employee Assistance Program?**

The Employee Assistance Program is a free, confidential service offering professional assistance for personal or work-related problems to you and your household members. It is a voluntary program, which is designed to encourage employees to seek help on their own. To assure confidentiality, the FCPS has contracted an outside organization – Inova Employee Assistance ( IEA) – to provide this service.

### **What Kinds of Problems Does the Program Address?**

The Employee Assistance Program offers professional help for a broad range of personal problems. These problems may arise from marital or emotional difficulties, physical illness, financial or legal troubles, family problems, alcohol or drug abuse, or difficulties managing stress. In short, help is available for any problem that interferes with a person's overall well-being or ability to perform on the job. Particular emphasis is placed on early intervention to prevent potential problems from reaching a crisis state where home life or job performance is disrupted.

You and your household members are encouraged to use this service when and as the need arises. Simply call Inova Employee Assistance at 1-800-346-0110 to make an appointment.

### **How does the Work Life services work?**

Inova Employee Assistance Work Life Services offer creative solutions. We specialize in providing tools that save time and effort. Employees find what they need and keep their focus in the workplace. Inova Work Life Services are free to covered employees and their household members.

Inova Employee Assistance Work Life Referral Service makes finding resources easy. During an extensive telephone interview, research specialists determine your specific needs. Then they do the legwork. You get a customized list of providers that meet your criteria, complete with contact information. You also get educational material to help guide you through your selection. Our research specialists even provide follow-up.

We can provide resources for: Childcare, Adoption, Services for children with special needs, Eldercare, Parenting, Education, Health and Wellness, Pet care and Convenience services (similar to concierge service)

## **How Does the Employee Assistance Program Work?**

When you contact Inova, a professional counselor will discuss your problem with you, make an assessment, and together you will decide on a course of action. In some cases, a few sessions with the counselor will suffice. In other cases, referral to a carefully selected resource in the community may be suggested. The counselor will explain what resources are available to assist with your specific problem, and assist you in receiving further help.

An employee who independently requests help does so privately, without anyone – co-workers or supervisors – knowing. This way, help may be sought before a problem becomes a hindrance to home or work life.

Four free sessions per issue, (unlimited issues) are available to you and your family every year.

## **Why Does the FCPS Offer this Service?**

The FCPS is concerned about the well-being of its employees. We are committed to providing a working environment in which all employees can enjoy their jobs and do them productively. We recognize that from time to time, certain problems, many of which are not directly job related, may have a significant effect on how well an employee performs on the job. We also know that getting the appropriate help for a problem in its early stages enhances the chances of successful recovery and increases productivity.

Inova Employee Assistance is free to you and your eligible household members. It is a benefit paid for by the FCPS.