

# **Employee Assistance Programs**



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# Authorities for Program



- Public Law 99-570
- OPM Regulations, 5 CFR Part 792
- Executive Order 12564
- DOT Regulations, 49 CFR Parts 40 and 382
- Proposed Departmental Regulation DR-4430-792-

# Typical EAP Services



- Short-Term Assessment, referral and follow-up
- Training and education for employees
- Supervisory Consultation
- Record keeping and reporting

# Typical Types of Problems



- Alcohol and Drug Abuse
- Emotional (financial, marital, legal, dependent care)
- Family member problems
- Organizational Issues
- Safety/current events responses

# Counseling Intake



- Voluntary Referral
- Supervisory Referral
  - Based on poor performance or conduct
  - Positive Drug Test
- Other (union representative, medical department, EEO)

# Delivery of Services



- Utilization of In-House personnel
- Contracting with private company
- Joining existing contract or consortium

# Protection of Employee Information



- Privacy Act (5 U.S.C. 552a)
- Confidentiality Regulations (42 CFR Part 2)

