



SEXUAL HARASSMENT AND YOUR EAP

Employees seem to trust our EAP, so if we have an incident at work, such as a sexual harassment complaint, isn't the EAP the best choice for doing the investigation so everyone knows it is fair?

An employee assistance program would not be assigned responsibility for conducting an investigation of a sexual harassment complaint. This must be a formal function and is the legal obligation of management. The process itself is what defines its integrity, not the personality attributes of the investigator. Many steps and communication points are involved in such an investigation,

and documentation is relied upon later to make administrative, legal, and disciplinary decisions.

We are grateful that your EAP is perceived as a source of confidential, reliable, and safe help. The investigation of problems such as employee harassment must be conducted according to an employer's written standards and follow both state and federal regulations. Connections Inc. EAP's key role is effective assistance. The EAP seeks to do that in a manner that is ethical and complies with the internal and external expectations rooted in applicable policy and law. Our key interest is connecting troubled and/or distracted

employees and families to qualified helping resources. An EAP has a specific purpose within an organization and a defined mission within its "EAP core technology," the principles that describe its functions.* Playing an investigatory role is not compatible with this purpose. The EAP must be perceived as a safe and confidential resource. Making a determination about who is a victim or a perpetrator of harassment would injure our role as a reliable support for all individuals' health.

*International Employee Assistance Professionals Association
<http://www.eapassn.org/About/About-Employee-Assistance/EAP-Definitions-and-Core-Technology>

Leadership Orientation Session B

*Please watch for upcoming classes.

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing Joy (joy@connectionseap.com) for more information or register online at: www.connectionseap.com

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website - for new leadership employees or as a refresher course.

Each employer has their own unique user name and password for the leadership section and also a username and password for the employee section. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars, skill builders, articles and much more are available in the Work/Life Services site. Log in on Connections website, and you will find this site in the drop down menus under Employee or Leadership Resources. (To access webinars, continue to scroll down on the Work/Life Services opening page. All webinars are archived for later viewing.)

Information provided in this newsletter is for general information purposes only and is not intended to be specific guidance for any particular supervisor or human resource management concern. For specific guidance on handling individual employee concerns, consult with an EAP counselor.

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