



LEGAL ISSUES & THE EAP

An employee on my team was required to complete a court-mandated driver education course related to alcohol and drug use after a recent DUI arrest. This came to my attention via a court report in local media. Chemical dependency treatment was not mandated in this action. I think he's an alcoholic. I have walked this path - I am recovering myself. Can I involve the EAP?

A formal supervisory referral to the EAP is possible if you can document unsatisfactory work performance. In some settings (education, law enforcement, emergency response, etc.) a 'conduct unbecoming an employee' policy may exist. This would warrant job action including a formal EAP referral.

Should your employee volunteer any of this information, an informal EAP referral, technically a self-referral, is appropriate. Your experience as a recovering alcoholic can be very helpful but be cautious.

Self-disclosing persons may be open to your sharing personal information. However, it is important to retain your role as 'supervisor' and leave the diagnosis to the EAP. The crisis did not occur at work. Treatment for alcoholism is best motivated by an internal sense of urgency. Future work performance problems or self-disclosures may solidify the needed urgency. Then planning with HR staff and/or your EAP is appropriate. Your firm but supportive and hospitable manner will play an important role in future decisions to enter treatment.

Leadership Orientation Training - Session B

Watch for up coming classes.

CONTACT US TODAY:

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

www.connectionseap.com

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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