

Reflecting on the 2013 OEAP Annual Resource Retreat

By the OEAP Resource Retreat Planning Committee

Agency EAP Coordinators from across the state of Ohio took aim at *Managing Crisis in the Workplace, in the Family, and in the Community at 2013* The OEAP Annual Resource Retreat held in downtown Columbus, Ohio.

Under the leadership of **Jaime Erickson**, Employee Services Chief; **Debora Branham**, OEAP Administrator; and **Ken Kirksey**, OEAP Assistant Director participants were able to experience a retreat that was encouraging, informative and inspiring. The OEAP overview presentations by **Andy Bensing** and **Craig Gallagher**, OEAP Consultants, gave participants a glimpse of the OEAP services.

During the morning session, the audience was moved by Ms. Sheryl Clinger, the keynote speaker, who led everyone to understand the connection of family violence to the violence that occurs in our community. She provided an unforgettable illustration of the explosive nature of being continuously subjected to family violence. Shaking a coke can and then comparing it to shaking a bottle of water, demonstrated the danger of violence in the family and in the work place as illustrated by Clinger.

The breakout sessions offered useful nuggets of information. As Ms. Kristy Timbrook presented during her breakout session, *The Abuser at Work*, she shared the three Critical R's: 1) recognize-the signs; 2) respond- appropriately and safely; and 3) refer-the survivor to human resource and advocacy.

Ms. Rachel Ramirez shared that "Individual trauma results from an EVENT, or series of events, or set of circumstances that is EXPERIENCED by an individual as physically or emotionally harmful or threatening and that has lasting adverse EFFECTS on the individual's functioning and physical, social, emotional or spiritual well-being."

The atmosphere during the Open Forum and Panel Discussion on *Abuse, Bullying and Violence in the Work Place* was incredibly charged. Joe Hullett, MD, a psychiatrist was the expert amongst the panel which consisted of Clinger, **Kirksey** (OEAP) and **Debra Seltzer** (ODH). In his opening presentation, Dr. Hullett maintained that, "Individuals, cliques, and the system itself intimidate through inclusion and exclusion, sabotage, gossip and innuendo, even



physical force." He continued by, "the loathsome idea of bullying is all about control." The audience took advantage of the resourceful panel as **Debora Branham**, Moderator, opened up the questions to the audience.

One of the most powerful plenary sessions was led by **Debbie Shutt**, OEAP Consultant and Mona Hobbs of DRC, entitled *Crisis Management, Pre-Incident Education*. This session essentially informed the audience that stress does not discriminate and stress from the job, indeed, goes home with you.

The afternoon breakouts were beneficial. In one room, the participants went to work on flip charts as they provided a magnitude of useful insight in the round-table discussions. While across the hall, Caroline Moore of the Salvation Army was shedding light on the despicable immoral machine of human

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Get the Family Moving

By National Heart, Lung, and Blood Institute, National Institutes of Health (NIH). Public Domain.

Energy balance means that you and your family need to balance energy IN with energy OUT. The calories we eat and drink (energy in) provide fuel for our bodies to use for every day activities and physical activities (energy out). The goal is to stay in energy balance.

Whether the goal for you and your family is to maintain a healthy weight, or to lose weight, it is important to keep energy balance in mind.

Health experts recommend that you think of ways to rev up the energy OUT in two important ways: things you can do together as a family that are fun and physically active, and things each of you can do in your everyday routines to increase your level of physical activity.

Make Family Time Active Time

You might think that the goal for children to be moderately physically active for 60 minutes seems like a lot of time. Life does get in the way, but it doesn't have to.

Make getting more physical activity a family project. Encourage everyone to think of fun things to do to get up and moving, get off the sofas and away from the screens—especially doing things as a family.

There are literally hundreds of ways to enjoy physical activity together as a family.

- Bike to the library together
- Walk or bike to your children's sports events to cheer for them
- Have your children come to your sports events and cheer for you
- Celebrate special occasions—birthdays, anniversaries—with something active, such as a hike, a volleyball game, a Frisbee™ match
- Train together for a charity walk or run

Keep a Family Activity Log

Encourage everyone in the family to take part and keep up the good work by posting a physical activity log on the refrigerator.

Everyday Ideas to Rev Up Activity

Encourage every member of your family to increase daily physical activity and have fun at the same time. Be sure to think about what your family can be doing to build in more active time during your busy week. Here are some suggestions to consider:



Make Time

Identify available time slots. Monitor your daily activities for one week. Identify at least three 30-minute time slots you could use for physical activity. Then, identify two of them that work out as family activity time.

Add physical activity to your daily routine. For example, walk or ride your bike to work or shopping, organize school activities around physical activity, walk the dog with your children, exercise while you watch TV, park farther away from your destination.

Make time for physical activity. For example, walk, jog, or swim during your lunch hour, or take fitness breaks instead of coffee breaks. Try doing something active after dinner with your family and especially on weekends.

Select activities requiring minimal time, such as walking, jogging, or stair climbing.

Bring Others Into It

Explain your interest in physical activity to friends and family. Ask them to support your efforts.

Invite friends and family to exercise with you. Plan social activities involving exercise. Plan a party with physically active games and activities for your family and your children's friends.

Develop new friendships with physically active people. Join a group, such as the YMCA or a hiking club.

Energize Yourself

Schedule physical activity for times in the day or week when you feel energetic

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Curbing Tobacco Use in Ohio

By Ohio Department of Health

The Ohio Department of Health's Tobacco Use Prevention and Cessation Program (TUPCP) is dedicated to curbing tobacco use in Ohio. Program staff and partners are engaged in initiatives across the state aimed at addressing the burden of tobacco use on individuals, families and communities. If you are interested in learning more about the tobacco program, please contact us at 614-728-2429 or via email at tobacco.prevention@odh.ohio.gov. Start planning now for a longer, healthier life! You can do it!

Tobacco Cessation: You Can Quit

Quitting smoking or the use of other tobacco products is really hard, but it is one of the most important things you or a loved one can do to improve health. Most tobacco users are aware of the harmful nature of tobacco products, but find they are uncertain about ways to successfully quit. Breaking that bond with something that has been a part of life for so many years is definitely possible with planning, commitment and a true readiness to kick the addiction.

Some "Quick Tips to Quit" include:

- Write down your reasons for quitting
- Ask your doctor about medication options (nicotine replacement therapy such as patches, gum or lozenges)
- Set a quit date and make a detailed plan
- Get support from friends, family and co-workers
- Call 1-800-Quit-Now, 1-800-784-8669, (limited eligibility-call for details)
- Log in for free online help, available for all Ohioans, at <http://ohio.quitlogix.org>
- Call your insurance company as help may be available through your plan



State employees have options available to help quit the use of tobacco products at no cost to you! Those with health insurance through the state can access *Healthways* counseling services either by telephone at 1-866-556-2288 or online at www.quitnet.com. The State of Ohio *Take Charge! Live Well!* Program offers access to unlimited online and phone coaching free of charge. Nicotine replacement therapy or prescription medications can also help get through cravings. As of July 1, 2012, these medications and most over-the-counter products are available to you at no additional cost if you are actively working with a *Healthways* health coach.

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Convince yourself that if you give it a chance, physical activity will increase your energy level; then try it.

Stay Motivated

Plan ahead. Make physical activity a regular part of your family's daily or weekly schedule and write it on a family activity calendar.

Invite a friend or family member to exercise with you on a regular basis and write it on both your calendars.

Join an exercise group or class. Enroll your children in community sports teams or lessons.

Select activities requiring no new skills, such as walking, climbing stairs, or jogging.

Exercise with friends who are at the same skill level as you are. Create opportunities for your children to be active with friends.

Build New Skills

Find a friend who is willing to teach you some new skills.

Take a class to develop new skills and enroll your children in classes too, such as swimming, gymnastics, tennis, etc.

Use available resources.

Select activities that require minimal facilities or equipment, such as walking, jogging, jumping rope, or stretching and strengthening movements.

Identify inexpensive, convenient resources available in your community (such as community education programs, park and recreation programs, and work site programs).

Make the Most of All Conditions

Develop a set of regular activities for you and your family that are always available regardless of weather (such as indoor cycling, aerobic dance, indoor swimming, stretching and strengthening movements, stair climbing, rope skipping, mall walking, dancing, and gymnasium games).

Look at outdoor activities that depend on weather conditions (such as cross-country skiing, outdoor swimming, and outdoor tennis) as "bonuses"—extra activities possible when weather and circumstances permit.



Adult Children:

Forging New Relationships

By liveandworkwell.com ©

Parenting doesn't stop at your child's 18th birthday. In many ways, the support and lessons you provide your young adult are just as important as how you dealt with the scraped knee or nightmare when he or she was five. Here are some tips to help you transition your relationships.

Accept New Roles

For 18 years as a parent, you've had a clear place in your child's life. Now that they are grown, the lines between traditional parenting, friendship, and respect may become blurred. Coming to terms with your child's adulthood is the most difficult step in establishing positive adult relationships together. Many problems between parents and their adult children can be lessened if you transition your role to a coach or supportive adult, rather than act as an authoritarian figure. By transitioning your role, you can welcome your child's new status as a growing adult.

Build Trust

You might start building a new type of trust with your adult child by having confidence in them. Knowing they have your trust will make your adult children more receptive to your involvement in their lives. Respecting the autonomy of your adult child is critical in building this trust. Adults, just like teens, thrive in a relationship based on respect.

Offer Support

Although your children are their "own persons" now, they still need support, especially when starting out. If you adopt an "I-told-you-so" attitude about your child's failures, then they may begin to resent your input and distance themselves at the very time they need helpful adults in their lives.

Let Them Make Mistakes

Accept that your children will make mistakes that have consequences. This can be even more difficult when your children are taking on tremendous new challenges such as moving out or getting married. If you feel intervention is warranted, you might ask if information will be welcomed. This new approach may be one of the hardest adjustments to your

new relationship. If you err on the side of caution, and let your children learn and grow; your relationships will be the stronger for it.

Drawing the Lines

Sending your children out to make their way in the world is a big life transition. You believe your children will do the right things and learn from their mistakes, but how do you draw the lines for yourself? If you're having difficulty letting go, acknowledging boundaries and reassessing your relationship, you might find other parents who are experiencing the same transition. You might also consider this a time to rekindle a hobby or discover a new passion.

Create Closure

Many experts and parents agree that creating closure for the end of your children's physical dependence can assist greatly in preparing you to cope with the change. Making "departure quilts," "hope chests" or other crafts that acknowledge your children's independence is one way to symbolize this closure. Another is to hold a "farewell party" where friends and relatives can share memories and look toward an independent future and adulthood together. Whatever you choose to do, creating a closure celebration sets the stage to an enjoyable new relationship with your adult child.

Respect Boundaries

Although it may be challenging, you have to respect the boundaries put in place when children strike out on their own. At first you may feel disconnected and unintentionally intrude on children's privacy. If you wait for your child to initiate contact, you can be sure it's the right time and they're missing you also. Good boundaries strengthen relationships by outlining roles and responsibilities. Ironic as it may seem, appropriate boundaries between you and your adult children can help to preserve your role in their lives.

Conclusion

Regardless of what may happen, your children will remain your children. The transition to having adult children is a big shift in the life of a family. Setting the stage for good relationships now is the best insurance for good future relationships with your adult children.



trafficking; moreover, she described how we can play a role to identify and stop this modern day form of slavery.

This day of learning ended with two powerful testimonies from Christine Dietsch (SERB) and Matthew Dyer (State Library) both agency EAP Coordinators. As participants remained glued to their seats, they gave testimonials on their experiences with the services of the OEAP.

OEAP is delighted with the support of the exhibitors, participants, agency EAP coordinators, advisory committee members, unions, labor relations and human resource representations and looks forward to partnering for the 2014 event!

All in all, it was an incredible day, so much was taken away! As one OEAP coordinator exclaimed, "Wow! The OEAP retreat was awesome! Kudos to the staff and all of the guest speakers." For the event Program Guide inclusive of all PowerPoint presentations and handouts, please visit our website at www.ohio.gov/eap.



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In addition, insured participants now have access to QuitNet®, the industry's leading tobacco cessation program. With QuitNet® you will have access to:

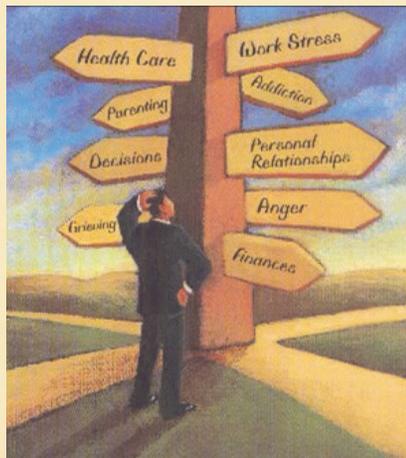
- A Personalized Quit Guide
- Tracking tools
- Daily emails (member opt-in required)
- Expert advice from trained online counselors
- Unlimited access to member forums and online chat features
- Certificates of Achievement



Visit QuitNet® on the internet at <http://tclw.das.ohio.gov/Default.aspx?tabid=313> or scan the QR code using your mobile device to watch a video about the online QuitNet experience (download QR Reader app first). If you are uninsured or pregnant, you can access counseling services through the Ohio Tobacco Quitline at 1-800-Quit Now or 1-800-784-8669. The Quit Line provides personal quit coaching and telephone counseling free of charge to these populations and some other populations (call for more specific information). Nicotine patches or lozenges are provided for two weeks at no charge to eligible participants. Cessation resources are also available to all Ohioans, regardless of insurance status, by logging on to <http://ohio.Quitlogix.org>



Your employee assistance program offers confidential help for personal problems and concerns. Concerned about a troubled family member who won't get help? Feel tired and exhausted, but don't know if it's burnout, loss of motivation, depression, or all three? Late for work too often? Has use of alcohol or drugs created a crisis you are facing right now? The bottom line: Never wonder if your concern is suitable for the OEAP. So, if you've been putting off taking action to solve a serious issue that is weighing on you, give the OEAP a call today.



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