

## OHIO EMPLOYEE ASSISTANCE PROGRAM (OEAP)

### EMPLOYEE CONFIDENTIALITY NOTICE

- A. In accordance with Ohio Revised Code 124.88, any information that you provide to the Ohio Employee Assistance Program (OEAP) will not be disclosed without your signed authorization or consent, except under the following circumstances:
1. To medical personnel to the extent necessary to meet a medical emergency;
  2. Reported or suspected physical abuse, sexual abuse, and/or neglect of children which is required by Ohio law to be reported to a county's child protective agency (e.g., Franklin County Children Services);
  3. Reported or suspected physical abuse, sexual abuse, neglect, and/or exploitation of an aged adult (i.e., sixty years or older) which is required by Ohio law to be reported to the County's department of human services agency (e.g., Franklin County Human Services Department);
  4. Potential harm, danger or threat of death to oneself or another person, which is required by Ohio law to be reported to public law enforcement authorities and/or intended victims; and
  5. The OEAP provides compliance or non-compliance information to employers and unions in cases where the employee and employer enter into an OEAP Participation Agreement or voluntary agreement. When appropriate, it may be necessary to share this information when conducting or arranging legal services, preparing for, or testifying at arbitration hearings or other legal proceedings. Section 124.88 of the Ohio Revised Code states, "your information may be disclosed if authorized by an appropriate order of a court of competent jurisdiction granted after showing good cause."
- B. With a Participation Agreement, the only information provided to your supervisor, management, agency, or institution (with your signed authorization specifying who is to be informed) will be that:
1. You are or are not participating in an approved program with the OEAP;
  2. You are or are not meeting your scheduled appointments; and
  3. You are or are not in compliance with your action/treatment plan;
- Any additional information will be provided only, if you so specify, in writing.