

About the Ohio Employee Assistance Program (OEAP)

The **Ohio Employee Assistance Program (OEAP)** is an intake, information, referrals and support service for state employees and their family members. The OEAP is designed to help employees, managers and agencies meet the many life challenges while remaining healthy, engaged and productive. For instance, OEAP can assist employees in coping with personal problems such as family and parenting issues, alcohol, substance abuse, emotional concerns (e.g., anxiety, anger, grief or depression), as well as provide referral information when an employee may be experiencing legal and financial difficulties. Personal problems can affect your health and well-being as well as your job performance; therefore, OEAP is here to assist in resolving these problems. Unresolved problems may result in family disruption, job loss, health problems or even death.

Employees

OEAP can provide you with referrals for issues that may be impacting your ability to perform your work functions. OEAP Consultants will assist you in addressing your concerns or will refer you to the appropriate community resources, Optum providers and other support services. The following are issues we can assist you with:

- Major life changes – divorce, new job, new baby, aging parents, grief and loss, retirement
- Life challenges – drug and alcohol abuse, depression, eating disorders, mental illness
- Job stress, burnout, transition and change
- Coping with difficult situations, difficult people or conflict resolutions

Managers/Supervisors

If supervisors need assistance to address the ever-changing dynamics of the workplace, OEAP can provide on-site services to minimize the adverse impact of a traumatic situation and we also respond to request for on-site management consultations resulting from problems in the workplace. The OEAP can assist with situations such as:

- Critical incident response and interventions
- Workplace conflict
- Impact of organizational changes

Unions

OEAP works collaboratively with unions as well as management in developing awareness of the available services offered by OEAP. Unions support the program by providing guidance to employees, as they play an integral role in referring employees to seek assistance.

Veterans

If you are facing challenges as a result of your military service and/or recent deployment, the OEAP and other veteran-specific resources are available to assist you. The OEAP can assist with:

- Financial and legal referrals, in case you may be faced with challenges related to deployment or any other life events
- Stress management
- Confidential referrals for Post Trauma Stress Disorder (PTSD) treatment