

**Lucas County  
Employee  
Assistance  
Program  
(EAP)**



# What is an EAP?

An **employee assistance program (EAP)** is an employee benefit program that assists employees with personal problems and/or work-related problems that may impact their job performance, health, and/or mental and emotional well-being. EAPs generally offer free and confidential assessments, short-term counseling, referrals, and follow-up services for employees. EAP counselors may also work in a consultative role with managers and supervisors to address employee and organizational challenges and needs. Many corporations, academic institution and/or government agencies are active in helping organizations prevent and cope with workplace violence, trauma, and other emergency response situations.



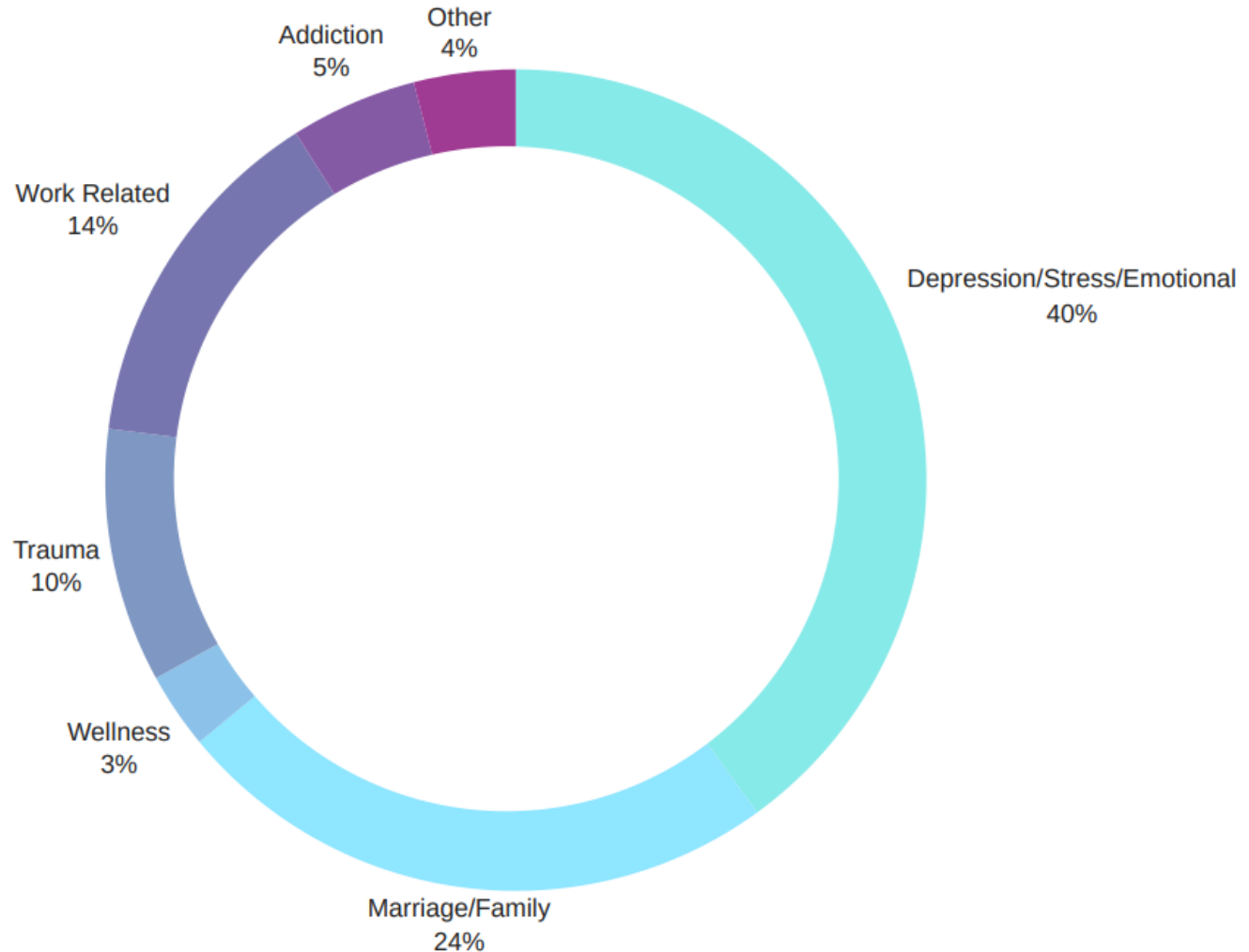
**The  
Employee Assistance  
Program is short term,  
solution focused  
counseling, available  
when you need it.**

# EAP can be used for a variety of issues:

- **Individual, Family, and/or Couple Counseling**
- **Substance Use and other Addictive Behaviors**
- **Managing Stress, Learning Adaptive Coping Mechanisms**
- **Life Transitions-Divorce, Retirement, Empty Nest, Caring for Elderly Parents, Pre-marital**
- **Grief/Loss Issues**
- **Anger Management**
- **Anxiety and Depression**
- **Critical Incident Stress Debriefing-group and individual**



# Top Reasons for Lighthouse EAP Use in 2023



# Differences between EAP and Clinical Therapy

Initially more solution focused or coaching than introspective

Does not require a diagnosis, as insurance is not billed

No copay or deductible

Appointments within 3 business days

Flexible scheduling / no long-term commitment

Familiarity with counselors

Can come for anything, since diagnosis is not required

# Eligibility & Cost

- Up to 5 counseling sessions, per contract year, per issue, with a licensed clinician.
- Services are for employees, spouses, and unmarried children, under the age of 26, living in the home.
- No cost benefit.



# EAP Services are Confidential

- Your contact with the EAP is confidential to the fullest degree provided by law.
- Your employer is never notified of your involvement with the EAP without your written consent, except in cases involving imminent safety risks or as otherwise required by law.



# Services are provided via:

- In Person
- Telephonic
- Video
- 24/7 After-Hours Support



# What Can You Expect:

Highly qualified,  
licensed professionals.

Private place to  
address issues  
that affect your well-  
being.

Assessment and  
problem clarification.

Referral to other  
appropriate resources,  
if needed



# 24/7 Crisis Support



24/7 SUPPORT LINE



ON-SITE  
PSYCHOLOGICAL FIRST  
AID



CRITICAL INCIDENT  
STRESS MANAGEMENT  
GROUPS



**7140 Port Sylvania Dr. Toledo**  
**(between Meijer and Lowe's, off Central Ave)**

Password:  
HarborGuest  
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☐ **EAP**

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☐ **Psychology**

☐ **Vocational**

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☐ **Primary Care**



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# Lighthouse EAP website:

<https://www.harbor.org/services/employee-assistance-program>



**Lighthouse EAP: 419-475-5338 | 800-422-5338**