

**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.



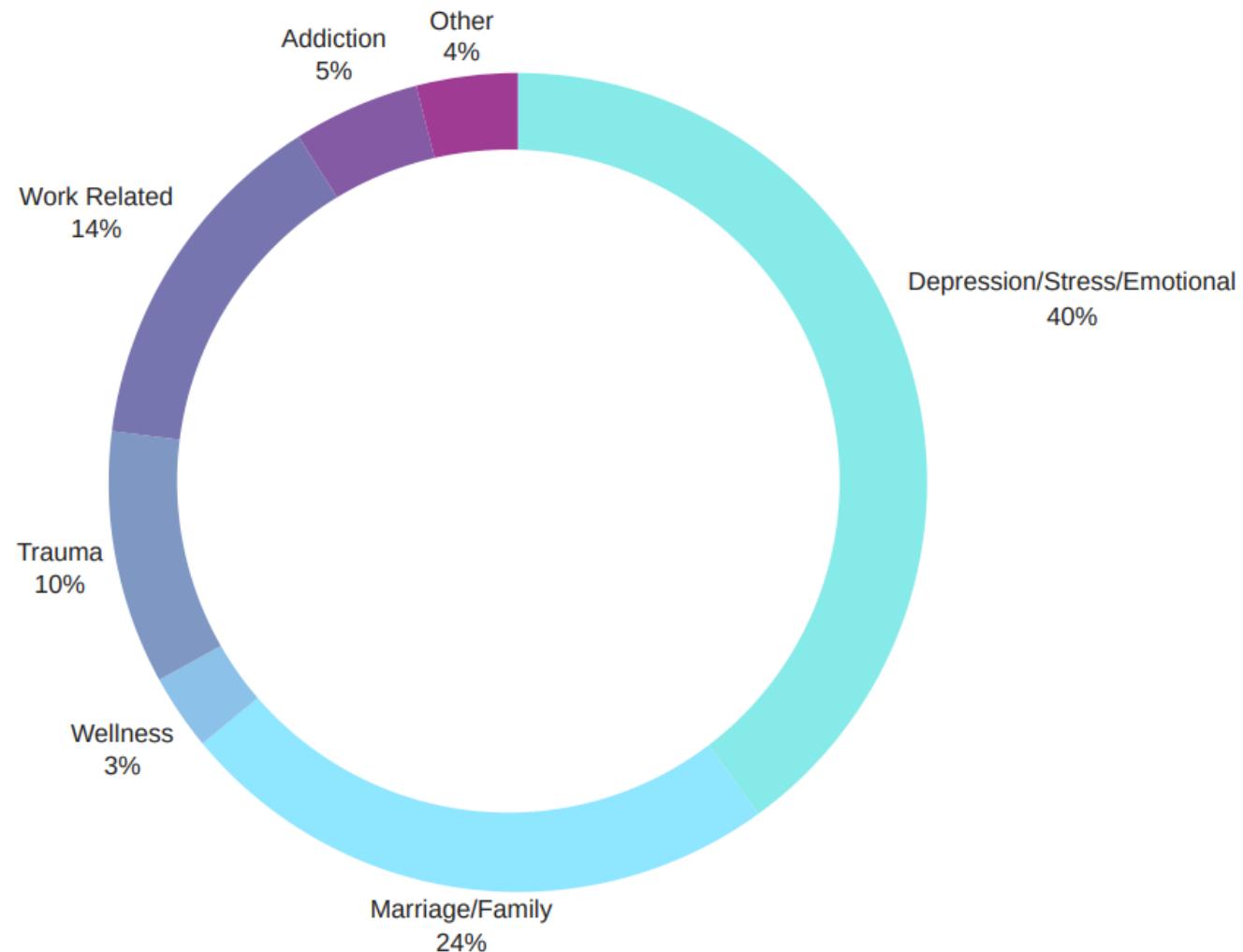
**The
Employee Assistance
Program is short term,
solution focused
counseling, available
when you need it.**

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



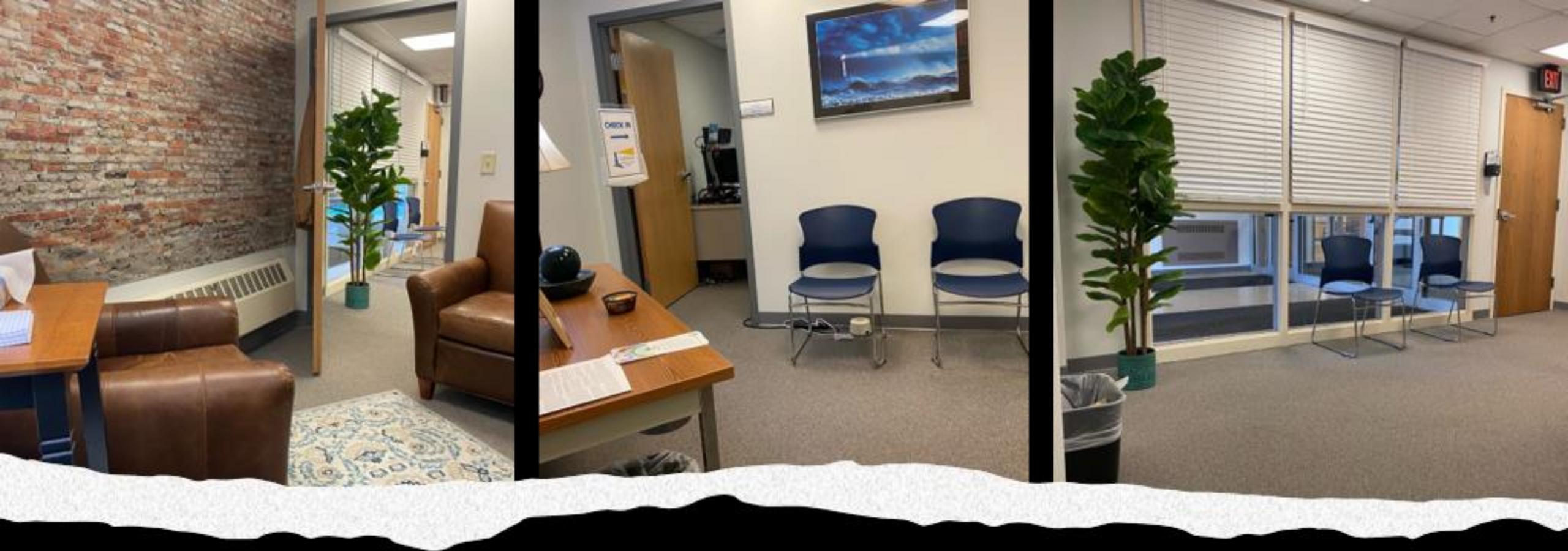
24/7 SUPPORT LINE



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
11

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SUD

EAP

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Lighthouse EAP website:

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



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