

SERVICE WITH CARE  
AND COMPASSION

EAP Laws and Regulations  
Public Law 96-180 and 96-181 authorized Federal agencies to provide short-term counseling services, to the extent feasible, to employees and their family members who have substance abuse problems. Public Law 99-570. The Federal Employee Substance Abuse Education and Treatment Act of 1986, and the Title 5 Code of Federal Regulations (CFR) Part 792, require Federal agencies to establish appropriate prevention, treatment, and rehabilitative programs and services for alcohol and drug abuse problems for Federal civilian employees.

Executive Order 12564 requires Federal agencies to establish drug-free Federal workplace programs, including an EAP, as an essential element in achieving a drug-free workforce. Agencies must refer all employees found to be using illegal drugs to the EAP for assessment, short term counseling, and referral for treatment or rehabilitation as appropriate.

For more information or for assistance in meeting your required 2 hours Civilian Substance Abuse training please contact your local ASAP EAP/PC.



EMPLOYEE ASSISTANCE PROGRAM  
PROVIDE SHORT TERM COUNSELING  
SUPPORTING CIVILIAN EMPLOYEES  
*SUPPORTING THE MISSION*

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EMPLOYEE  
ASSISTANCE  
PROGRAM



CARE  
WITH  
COMPASSION

LINKAGE AND ADVOCACY  
PROBLEM SOLVING  
RESOURCE MANAGEMENT

Fort Gordon ASAP  
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# ARMY SUBSTANCE ABUSE EMPLOYEE ASSISTANCE PROGRAM

## What is an EAP?

The Term EAP stands for Employee Assistance Program. Employee Assistance Programs are becoming increasingly popular because they have proven to be a strong asset to corporations by improving employee productivity therefore heavily reducing financial loss. EAP has evolved over the years into a program that can effectively assist in the treatment of substance abuse, family and marital difficulties, financial stress, workplace conflicts and many other mental health related issues. Any mental health issue that can affect job performance can most likely be addressed and treated by your EAP.

## How the EAP helps the Army

- ◆ Help employees in identification and resolution of personal problems that may impact their job performance and well-being.
- ◆ Assist management in addressing productivity issues that impact the mission.
- ◆ Promote installation work/life/wellness programs
- ◆ Identification of community resources to enhance quality of life of civilians resulting in retention and cost reduction for the Army.

## Abstract/Overview

The U.S. Army has an Employee Assistance Program (EAP), which is designed to provide free, confidential services, to include; screening to identify the employee's problem, short term counseling and, when appropriate, a referral to a facility or service (within or outside the Army) that can assist the employee in resolving his or her problems). Participation in the EAP is voluntary and, ultimately, it is the employee's decision to participate or not.

EAP services fall under the Army Substance Abuse Program (ASAP) and are available for employees who have substance abuse problems and seek assistance. However; the EAP is not limited to, and is frequently utilized for other work/family/life issues.

The Army EAP provides comprehensive short-term counseling and referral services to help employees achieve a balance between their work, family and other responsibilities. Job effectiveness can be adversely affected when employees are faced with emotional or behavioral problems, family responsibilities, financial and legal



difficulties, and dependent (child/elder) care needs. EAP services can be extremely important in the prevention of and intervention in, workplace incidents.

## Confidentiality

Confidentiality is the corner stone of an effective EAP. Employee confidence in the competence and trustworthiness of the EAP staff plays a key role in the program success. EAP staff must be familiar with the provisions of the Privacy Act (5 U.S.C. 552a(b)), as well as the Alcohol and Drug Patient Confidentiality Regulation provisions contained in 42-2CFR. Part 2.

"The EAP rendered exceptional knowledge, guidance and support in providing the proper assistance for my testing designated position (TDP) staff member." ~ Civilian Supervisor, 2010

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For On-Line Alcohol and Drug Training  
please go to:  
<http://www.gordon.army.mil/asap/>