Employee and Family Assistance Program (EFAP) Policy

Purpose

Campus Community “We recognize and value the role each individual member of the university community plays in meeting our mission. We seek a campus community in which all individuals are treated with equality and respect and where all may seek to reach their full potential. We are committed to an environment of work and study which is equitable, safe, healthy, and supportive of our mission.” Degrees of Freedom, 1993

The purpose of this Policy is to recognize that healthy, and therefore productive, staff members are an organizational asset and the availability of appropriate Employee and Family Assistance Program (EFAP) services is beneficial to both staff members and the University.

POLICY

The University of Alberta will provide an Employee and Family Assistance Program and services to:

- eligible staff members and their dependents;

- the Administration, Supervisory and Association leadership, and

- the organization as a whole through the promotion of staff member well-being and organizational effectiveness.

The EFAP will provide a wide range of services to ensure enhanced individual and organizational behavioural health. These will include at a minimum, a confidential resource for individual assessment and counseling, preventive programs, training, crisis intervention, and group intervention/counseling.

The use of the EFAP will not affect the job security, job transfer, promotion, or career potential of a staff member.

Notwithstanding the above, when accessing EFAP services, staff members are expected to adhere to their University of Alberta job performance requirements.

The use of the EFAP will not be communicated in a reference request by a subsequent employer.

DEFINITIONS

Any definitions listed in the following table apply to this document only with no implied or intended institution-wide use.

<table>
<thead>
<tr>
<th>Eligible Staff Member</th>
<th>Includes all academic and support staff, whether operating or trust funded, regardless of whether the individual is enrolled in the Supplementary Health Care benefit plan.</th>
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<tr>
<td>Dependent</td>
<td>Subject to the specific terms and conditions of the appropriate Benefit Plan, this</td>
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generally includes your legal or common-law spouse as well as unmarried children who are chiefly dependent on you for support and maintenance.

RELATED LINKS

Should a link fail, please contact uappol@ualberta.ca. [▲Top]

Employee and Family Assistance Program (EFAP) (University of Alberta)

PUBLISHED PROCEDURES OF THIS POLICY

There are no published procedures of this policy.