

THE VILLAGE

employee assistance program

ABOUT OUR EAP

The Village Employee Assistance Program (EAP) is a collection of services to provide individual assistance to employees and household members experiencing personal difficulties. In addition, the program serves employers with organizational and consultation services. These services are designed to improve and maintain productivity and healthy functioning of the workplace.

WHO CAN USE THE EAP?

Employees and Household Members of our EAP client organizations.

DID YOU KNOW? THE VILLAGE EAP IS...

Convenient: It is easy to make an appointment by calling our intake team. We use a nationwide network of providers including our Village offices in North Dakota and Minnesota.

Confidential: All services are strictly confidential. Your discussions about any issues are between you and your counselor. We follow all HIPAA guidelines regarding confidentiality.

No Cost: There is no cost to you for services. Your employer has made an investment in your wellness.

Listed below is a sampling of services available to you through The Village EAP.

If you have questions, please call 1-800-627-8220.



RELATIONSHIP ISSUES

- Marriage/couple conflicts
- Parent/child conflicts
- Single parent challenges
- Coping with older parents
- Children's issues
- Two-career families
- Co-dependency/unhealthy relationship issues

EMOTIONAL HEALTH

- Personal adjustment problems
- Emotional problems
- Depression
- Suicide issues
- Guilt, shame and self-esteem issues
- Stress/Anxiety
- Grief/Loss

DRUG AND ALCOHOL ISSUES

- Kids and alcohol/drugs
- Prevention education
- Assessment/evaluation
- Post-treatment counseling

WORKPLACE ISSUES

- Job-related conflict
- Coping with change
- Job stress coping skills
- Dealing with difficult co-workers
- Work-life balance

FINANCIAL AND LEGAL COUNSELING

- Assessment of legal problems
- Budget counseling and education
- Compulsive spending/gambling
- Retirement planning
- Money management education
- Information on using credit wisely
- Debt management
- Housing counseling
- Bankruptcy information



The Village is accredited by The Council on Accreditation of Services for Families and Children, a member of The Employee Assistance Professionals' Association, Inc., The International Critical Incident Stress Foundation, Inc., and The Organizational Development Network.

HOW DO I KNOW IF I NEED HELP?

You don't have to know. You just need to know that you want things to be different.

Here are some reasons you might call for help:

- Money problems are causing stress, unhappiness or relationship problems.
- You find yourself acting, thinking or feeling in ways you don't like, but you just can't seem to help yourself.
- You can't talk to people anymore, even those who are closest to you.
- You are consistently unhappy, nervous or short-tempered, impatient or withdrawn.
- Worries and problems keep you awake at night, or make you want to sleep all the time.
- Old problems won't leave you alone.
- You feel out of control of your life.
- Negative behavior patterns or relationship patterns keep recurring.
- You feel like an outsider—like you don't fit in anywhere or that people are talking about you.
- You feel like your weaknesses outweigh your strengths and you aren't reaching your potential.
- You're frustrated at work and don't know how to deal with it.
- You have unanswered legal questions.

ARE MY PROBLEMS TRULY SAFE AND CONFIDENTIAL?

Your employer cares about your well-being and wants you and your household members to be able to access the services you need to improve the quality of your overall health. By offering The Village EAP, you have access to a variety of wellness services that can positively affect your physical and emotional health. All services provided by The Village EAP are strictly confidential and adhere to state and federal laws.

Your counseling session is a safe place for you to talk and work toward solutions for your personal problems. If you would like to verify we have seen you or are working with you, we can arrange to pass on the information to whomever you choose.



That means what you share stays with us unless there is a clear and present threat of harm to you or someone else, if we become aware of child abuse or neglect, or if we have to comply with a court order.

That's it. Under no other circumstances will we provide information about you to anyone else. Your counseling session truly is a safe place for you to talk and work toward solutions for your personal problems.

WHO PROVIDES THE EAP SERVICES?

The Village EAP provides services through Village offices located throughout Minnesota and North Dakota, and through a national network of approved providers. Your appointment will be made with a provider near you.

HOW DOES IT WORK?

There is **no cost to you** for services provided under your employer's EAP contract with The Village. All you, or a member of your household, need to do is **call 1-800-627-8220** and identify that you would like to access your Village EAP through your employer.



To receive our top behavioral health tips and tricks, sign up for our monthly e-newsletter at www.VillageEAP.com.



GET *more* OUT OF YOUR EAP!

Discover a range of valuable services to enhance your overall wellness. Each of these services can be accessed by calling **1-800-627-8220** or filling out a **form on our website**.

HEALTH RISK ASSESSMENT

This online tool can provide a baseline for your health status and concrete recommendations for improving your overall wellbeing.

NUTRITION COUNSELING

Nutrition counseling is a service where a qualified professional guides individuals in making healthy dietary choices. Sessions assess current habits and health goals, offering tailored advice on meal planning, portion control, and nutrient-rich foods.

COUPLES CHECKUP

The Couple Checkup is designed to help you and your partner build a more satisfying and intimate relationship. Just answering the questions will stimulate thoughts and attitudes about your relationship. It is designed to activate dialogue, discovery, and increase the overall quality of your relationship. You may use your EAP benefit to cover the cost of the assessment.

WELLNESS COURSES

Your EAP may cover community wellness classes on topics such as self-esteem, parenting, anger management, and mindfulness, offered by The Village or other community organizations. Call 1-800-627-8220 in advance to confirm coverage.

MONTHLY NEWSLETTERS

In addition to valuable information, monthly employee newsletters and a quarterly supervisor publication are another way we encourage employees of member companies to seek counseling when issues arise.



SCAN HERE
to access your
EAP Newsletter!