

**Employee Family Assistance Program (EFAP)**

<b>Category</b>	<b>Human Resources</b>		
<b>Subject</b>	<b>Employee Family Assistance Program (EFAP)</b>		
<b>Adopted</b>	November 2015	<b>Revised</b>	March 2021

**Policy Statement**

Anglophone South School District recognizes that in facing the challenges of day-to-day life, many of our employees and their families will experience serious personal or emotional difficulties. When their difficulties go unresolved they will often affect personal happiness, family relations, performance at work, and even personal health. Most of these difficulties can be successfully resolved, especially when they are identified early and appropriate care is provided.

**Procedures**

1. The Employee and Family Assistance Program is an employee benefit program, supported and administered by both union and management. Employee and Family Assistance Programs provide all employees as well as spouses and dependents with confidential, professional assistance in addressing personal concerns.
2. Members / employees and their families are able to seek assistance through the Employee and Family Assistance Program for a variety of personal and interpersonal problems: marital / relationship conflicts; parent/child conflicts; psychological concerns (e.g. stress, depression, grief, etc.); financial and legal concerns; family violence and sexual abuse.
3. The program promotes early identification and prevention of these potential serious difficulties and is designed to allow employees and families to seek assistance on their own at the earliest possible opportunity in a fully confidential manner.

**Reference**