

THE 'THIS IS STARTING TO CONCERN ME.' PROGRAM.

REAL SUPPORT FOR REAL LIFE.



Our Behavioral Fitness for Duty Evaluation and Behavioral Risk Assessment program provides employers with access to a network of specialized behavioral health professionals who have the expertise to deliver comprehensive, independent assessments of employees' behavioral fitness for duty and behavioral risk.



Express your concerns

A behavioral fitness for duty referral usually starts with an employer's concern regarding an employee's symptoms or behaviors that have the potential to negatively impact the workplace or employees' safety.

For example:

- + Threats of violence toward peers or management
- + Escalating or persistent conflict between an employee and supervisors
- + Noticeable changes in an employee's behavior or ability to meet performance standards

Get support in addressing concerns

The referral process is facilitated by one of our Employee Assistance Consultants, who works with you to determine the need for an evaluation. Once the need is established, a consultant:

- + Works with you to define the questions and concerns to be addressed by the assessor
- + Coordinates a referral to a contracted service provider who performs the evaluation
- + Ensures that the evaluation takes place according to agreed-upon referral guidelines and that outcome information from the evaluation adequately addresses your concerns
- + Communicates the results of the evaluation to you (first verbally, then in a written report)
- + Assists you and your employee with ongoing treatment and return-to-work planning, as needed

We're here to listen. Contact us any day, anytime.

Call:

TTY/TDD users call 711

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Employee assistance program services are in addition to, not instead of, your health plan benefits. These services are separate from your health plan benefits and do not provide reimbursement for financial losses. Program availability may vary by plan type and location, and are not available where prohibited by law.

This service is provided at additional cost for each fitness for duty case according to the scope of evaluation services.

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