

# EAP Digest

November/December 1991

THE VOICE OF EMPLOYEE ASSISTANCE PROGRAMS

## **Domestic Assault**

## **Workplace Considerations for America's Hidden Epidemic**

SEE PAGE 29

## **Fitness for Duty The Supervisor's Role**

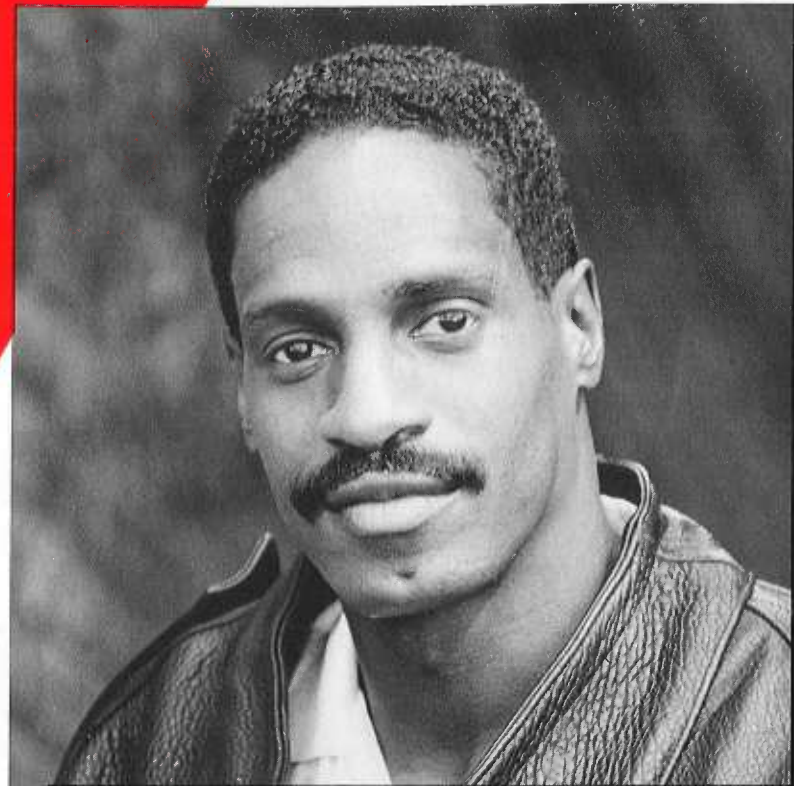
## **Managed Care and Eating-Disordered Employees**





**"Thanks to my EAP and Insight, my treatment was tailor made for me."**

Insight has worked with EAP's, employers, and insurance companies for over 26 years. In that time, we've helped manage the care of over 90,000 people. Insight's ratio of therapists to clients is one of the highest in the country, and our costs are lower than the national average. All of which is a result of our continuum of treatment services. Each client receives individualized care that meets their special needs. Let us show you how we can help manage your clients care by calling 1-800-441-5092.



# Insight

**The Recovery People for 26 years**

Alcohol, Substance Abuse & Mental Health Programs for individuals and families • Detoxification • Residential Care  
 Outpatient Services • Halfway House • Conveniently located throughout Michigan and Florida • Accredited by the  
 Joint Commission on Accreditation of Health Care Organizations (JCAHO).

## Increase Program Referrals

### With the EAP Poster Series

- Employee Assistance Programs
- Screening & Referral Centers
- Alcohol & Drug Abuse Programs
- Mental Health & Wellness Programs
- Occupational Alcoholism Programs



Colorful, eye-catching, and geared to specific services... the EAP Poster Series provides a low-cost way to reach your target audience. Designed to promote self-referrals and primary prevention, the series can help you increase your program's penetration rate.

Ideal for a variety of programs: EAPs, screening and referral, alcohol and drug abuse, mental health and wellness, and occupational alcoholism.

#### The Poster Series Offers:

- A systematic approach to communicating your services to your target population.
- A program designed to increase your penetration rate and promote self-referrals, and primary prevention.
- Full-color posters with thought provoking captions.
- Imprinting with your program name and phone number.

Set No. D-1108	1-24 Sets	25-99 Sets	100-Up
Price Per Set (8 Posters)	\$10.00	\$8.50	\$7.50
<b>Individual Poster Prices</b>	<b>1-50 Posters</b>	<b>50-Up</b>	
	\$1.50 ea.	\$1.25 ea.	

Add \$30.00 for imprinting up to 4 lines of copy. Free imprinting on orders of 100 sets or more.

**TO ORDER CALL**

**800/453-7733**

**FAX 313/588-6633**

Use the handy order form below.

**Order Form** Send order form to: Performance Resource Press, Inc., 1863 Technology Drive, Suite 200, Troy, Michigan 48063

Please send me \_\_\_\_\_ sets of posters (set D-1108) at \$ \_\_\_\_\_ per set.  
 Please send me the following quantities of the individual posters indicated:  
 D-11081 \_\_\_\_\_ D-11082 \_\_\_\_\_ D-11083 \_\_\_\_\_ D-11084 \_\_\_\_\_ D-11085 \_\_\_\_\_ D-11086 \_\_\_\_\_ D-11087 \_\_\_\_\_ D-11088 \_\_\_\_\_

Imprint (Attach copy to be imprinted on separate sheet) \_\_\_\_\_ Subtotal \_\_\_\_\_  
 Imprinting \_\_\_\_\_

\$20.00 minimum order with payment, \$50.00 minimum with purchase order.  
 Copy of purchase order must accompany all PO orders. All orders payable in U.S. funds. Make checks payable to Performance Resource Press.

5% Shipping and Handling (\$5.00 minimum)  
 Canadian & Foreign 10% (\$10.00 minimum)  
 Michigan Residents Add 4% Sales Tax  
 Total Enclosed \_\_\_\_\_

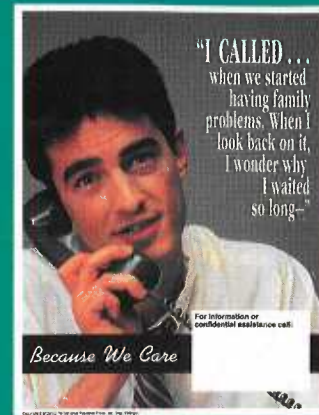
Name \_\_\_\_\_ Title \_\_\_\_\_  
 Organization \_\_\_\_\_  
 Address \_\_\_\_\_ City \_\_\_\_\_  
 State/Province \_\_\_\_\_ ZIP/Postal Code \_\_\_\_\_ Telephone \_\_\_\_\_

Please indicate method of payment:  
 Payment enclosed  VISA  MasterCard  Purchase Order

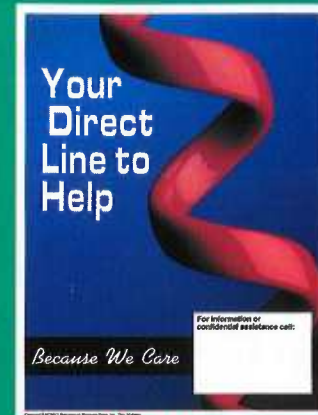
Cardholder's name \_\_\_\_\_  
 Card Number \_\_\_\_\_  
 Signature of Cardholder \_\_\_\_\_  
 Expiration Date \_\_\_\_\_ Telephone number of Cardholder \_\_\_\_\_



D-11081



D-11082



D-11083



D-11084



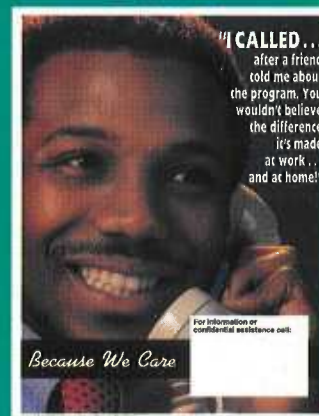
D-11085



D-11086



D-11087



D-11088

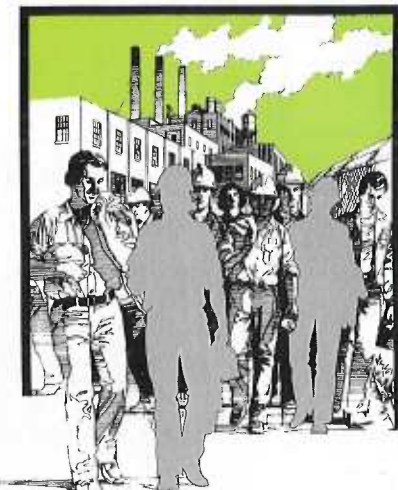
Actual Poster Size is 8 1/2 x 11



## FYI . . .

### Delaney to Become EAP Digest Columnist

The EAP Digest welcomes outgoing executive director of the Employee Assistance Professionals Association (EAPA), Thomas J. Delaney, Jr., CEAP, as a columnist. Delaney's column will appear regularly beginning with the January/February, 1992, edition. The EAP Digest—The Voice of Employee Assistance Programs.



## On the Cover

No segment of society is unscathed from the harms of family violence, not even our businesses. The employee assistance program (EAP) professional is in a unique position to do something about it. Lead articles in this issue of *EAP Digest* focus on ways in which the EAP professional can assist employee-victims of spouse abuse.

### 29 Wife Abuse: An Overview for the EAP

An overview of the causes, symptoms, myths, and therapeutic approaches to treating the victim and perpetrator. Includes helpful information for the EAP making referral to the community network of care.

Michele Adragna, MSW, CSW

### 36 Recognizing Spouse Abuse

Abused spouses exhibit physical, emotional, and behavioral characteristics of the abuse. This article includes information for identifying these characteristics in the workplace.

Thomas W. Miller, PhD, ABPP, and Lane J. Veltkamp, MSW

### 40 The Supervisors' Role in Fitness for Duty Exams

The fitness for duty exam is an issue of safety—for the worker, co-workers, and the community. However advanced the examination process, accountability for fitness begins with the supervisor.

James W. Osborne, MS, CEAP, and Walter J. Wiechetek, MD, MPH

### 46 Managed Mental Health Care of Eating-Disordered Employees

This article calls for re-examination of basic assumptions regarding treatment for eating-disordered employees with examples of and recommendations for integrating managed care strategies for EAP professionals.

Robert A. Mines, PhD, CEAP, and Karen Mathieson, MA

## Departments

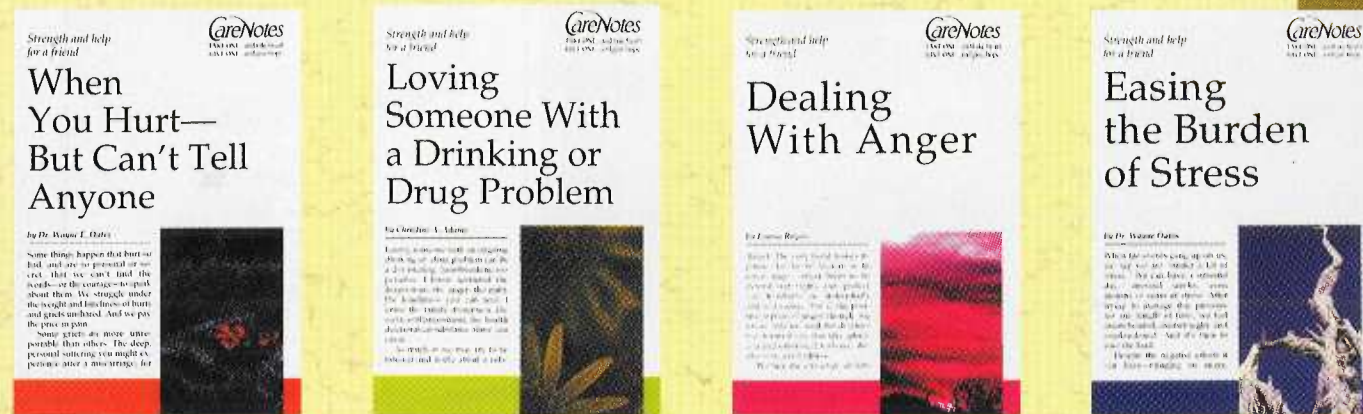
6 In-House	26 Consultants Directory
8 Letters	57 Calendar
11 Transitions	58 Media
14 News Update	60 Treatment Directory
16 Principles & Practices	63 References
18 The Way It Is	66 Classified
20 Profile	68 Advertisers Index
22 Treatment Spotlight	70 Close Up
24 Legislative News	

### Plus . . .

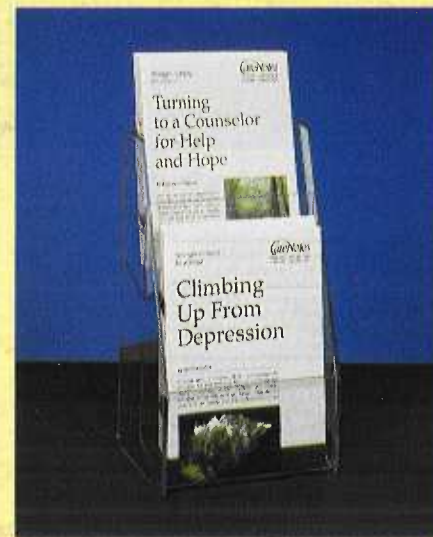
**A Traumatic-Stress Model for EAPs**, in Treatment Spotlight. Traumatic stress may not stem from a single incident or event—it could result from an accumulation of several life stressors. The author provides helpful information for EAP identification and assessment based on this theory. —page 22

**Center Seeks Regulation of UR Industry**, in Legislative Issues. The New York-based Legal Action Center is calling for accountability in the utilization review (UR) industry. Proposed model legislation from the Center seeks to protect clients seeking treatment in the managed care environment. —page 24

# Let your co-workers know you care ...with CareNotes!



CareNotes are "take-one" booklets that WORK. . .in the WORKPLACE helping you reach your employees when they are troubled. CareNotes address the most deeply-felt emotional and spiritual cares, needs, and hurts of your co-workers.



- As little as 20¢ each per hope-giving booklet!
- Your organization/company name and caring message specially imprinted on back of each booklet.
- Ideal self-help tools for: employee lounge, bulletin board, counseling sessions, mailings to home addresses, workplace displays.

Clip and mail coupon below (or stop by and see us at the EAPA Convention in St. Louis Nov. 10-13 at booth # 119)!

A REAL AID TO INCREASING EAP USE!

"Our officers are very appreciative of the high quality of your CareNotes. No small compliment, since they are a very discriminating, sharp group. Thanks!"

—Chicago Police Dept.

### FREE "SAMPLER PACK" of CareNotes! A \$24.95 VALUE!

YES! I understand this coupon entitles me to 1 #26622-1—a FREE "Sampler Pack" of SIXTY FOUR (64) great CareNotes especially tailored for workplace/human resources/employee assistance programs. Also please send your catalog of practical and attractive display stands.



Abbey Press  
St. Meinrad, IN 47577

My name \_\_\_\_\_  
 Organization \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_  
 State/Zip \_\_\_\_\_