

April is Stress Awareness Month!

Stress Awareness Month has been held every April since 1992. During this annual thirty-day period, health care professionals and health promotion experts across the country will join forces to increase public awareness about both the causes and cures for our modern stress epidemic.¹ The NMU HR Department would like to do its part to remind you about a variety of resources to help you through some of the more challenging times:

EMPLOYEE ASSISTANCE PROGRAM (EAP):

EAP'S are a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems. Northern Michigan University has partnered with NorthStar Employee Assistance Program (EAP) to provide EAP services to its employees. Faculty and staff members, who are in benefits eligible positions, may use NorthStar to help manage issues that could adversely impact their personal and work lives. NorthStar EAP counselors typically provide assessment, support, and if needed, referrals for additional mental health counseling. Confidentiality is maintained in accordance with privacy laws and professional ethical standards, and the university is not notified when EAP services are used.

Eligible faculty and staff, including spouses and dependent children, may use EAP services up to eight (8) times in a calendar year. (Children must be at least age 4 or older.) The issues for which EAP provide support vary, but examples include:

Elder and child care challenges; major life events – i.e., marital problems, grief & loss; alcohol and substance abuse; emotional distress – i.e., anxiety, sadness, and depression; gambling issues; job performance; financial concerns; health concerns, work relationships; and family or personal relationships. For more information about NMU's EAP please visit the NMU-HR website at: [HR EAP Site](#) and the [Northstar EAP](#) site.

ON-LINE BEHAVIORAL HEALTH VISITS:

In addition, if you prefer the convenience of scheduling behavioral health visits which take place in your home or office, you may do so by using [Blue Cross Online Visits](#). A \$10 office visit co-pay applies. A behavioral health clinician or psychiatrist is available to help work through different challenges such as anxiety, depression, and grief.

SELF-HELP RESOURCES:

Perhaps you don't want to talk to anyone and prefer to work through some issues on your own. Assistance to do just that is also available. There is a wonderful therapy online assistance (TAO) program you can register and access by using your NMU e-mail. See the [TAO Video](#) to learn more about this service.

¹ Source: <https://www.awarenessdays.com/awareness-days-calendar/stress-awareness-month-2019/>.