

POLICY ON CONFIDENTIAL COUNSELING AND BEHAVIORAL HEALTH SERVICES

PURPOSE:

This policy addresses Accreditation Council for Graduate Medical Education (ACGME) *Institutional Requirements IV.I.1. Behavioral Health*:

The Sponsoring Institution must ensure that residents/fellows are provided with access to confidential counseling and behavioral health services. (Core)

DEFINITIONS:

See the *NSU Graduate Medical Education Glossary of Terms* dated April 1, 2021; the *ACGME Glossary of Terms* dated April 15, 2020; as well as the *Common Acronyms/Abbreviations Used in Graduate Medical Education* last updated April 4, 2019.

BACKGROUND:

Nova Southeastern University (NSU) recognizes that problems of a personal nature can have an adverse effect on employee job performance. In addition to regular health and disability insurance, NSU provides the Employee Assistance Program (EAP) for employee's use in resolving personal/family or job related problems through professional, confidential assistance. Additionally, NSU has established the Employee Wellness Program that provides resources and educational opportunities focused on the complete integration of physical, mental, and spiritual well-being

The EAP is a confidential resource that can help trainees deal with problems that seem overwhelming. It is available to all benefit eligible NSU employees and every member of their household and includes up to six face-to-face counseling sessions per issue per plan year. The EAP is a broad-brush program designed to deal with a wide range of human relations and medical/behavioral problems such as substance abuse, emotional/behavioral problems, family and marital discord, financial and legal difficulties.

POLICY:

All trainees who are full-time employees of Nova Southeastern University have access to the EAP and Employee Wellness Program. Trainees enrolled in the NSU health care coverage may transition from the EAP to an in-network provider when using the Behavioral Health & Substance Abuse coverage after EAP services. This coverage is available to all trainees and their dependents.

PROCEDURE:

Residents can access EAP services 24 hours a day/7 days a week online at [Resources for Living](#) by phone at 877-398-5816 (press option 1 for EAP services).

The Employee Assistant Program username is ICUBA and the password is 8773985816. For additional information, see [Employee Benefits and Wellness Information](#) .

Initial Approval by GMEC on July 7, 2017

Second Approval by GMEC on June 26, 2018

Reviewed and Approved by GMEC on March 22, 2021

Revised and Approved by GMEC on April 8, 2021