**FSAP OVERVIEW**

**Welcome and General Overview**

The Faculty Staff Assistance Program (FSAP) provides professional counseling and consultative services designed to enhance the health, performance and well-being of individuals and organizational units, while also fostering a greater sense of community.

In this capacity, it functions as a resource for faculty, staff, physicians, administrators, and their family members. It also provides management support services for leadership to promote organizational effectiveness.

Individual services provided by the FSAP are confidential and are rendered in private office locations to ensure the comfort of the clients that are served.

The program is available to the faculty, staff, and family members of those employed by the Emory University, Emory Healthcare, Oxford College, and Wesley Woods, Inc. House staff members in the Residency Training Program, School of Medicine are also served by the FSAP.

The FSAP staff assists clients with identifying options, strategies and resources for addressing issues and concerns impacting their ability to live or work in a healthy manner.

Services include professional consultations and interventions for a wide range of individual and organizational behaviors, issues, and needs provided in three core areas, which include:

- behavioral mental health (BMH)
- organizational dynamics (OD)
- health promotion and wellness (HP&W)
- education and outreach (BMH)

The FSAP does not provide a shelter or protection from adverse consequences of such acts as erratic attendance, unsatisfactory productivity or unacceptable behavior. In addition, utilization of FSAP services may not be held or used against an individual. The program offers opportunity and interventions for identifying and addressing the underlying cause(s) of performance-impairing issues.

Individuals who utilize FSAP behavioral mental health and organizational dynamics services may do so at no loss in pay and without using any accrued leave time. Where a clinical assessment indicates that time away from work is warranted, it may be necessary for an individual to request and use appropriate medical leave.

The FSAP is a pivotal and important resource for coordinating fitness-for-duty evaluations to assess whether it is appropriate for an individual to be at work. The FSAP, in coordination with an independent medical examiner (IME), will certify an individual’s need to be absent from work or the need for a medical leave of absence. The FSAP also is available to facilitate communications regarding an individual’s return to work from FMLA or medical leave.
Assessments and short-term sessions with the FSAP’s licensed clinicians are provided at no cost to employees or family members. The FSAP maintains program and referral linkages with BlueCross/BlueShield of Georgia and Aetna providers, as well as with other community resources to facilitate the appropriate referrals, when additional services are indicated based upon a client’s clinical needs and/or financial circumstances.

The FSAP is based at the Emory Wellness Center, located at 1762 Clifton Road, Suite 1100. The FSAP also maintains an office at Crawford Long Hospital in the Orr Building, 550 Peachtree Street, Third Floor, Grady Campus Stenier Building, First Floor, Room G-2.