



LIFE MANAGEMENT ASSOCIATES
Employee Assistance Services

Harrisburg Area Community College
Employee Assistance Program

Harrisburg Area Community College contracts with Life Management Associates (LMA), to provide an Employee Assistance Program to its full and part-time employees and household members.

Number of Sessions

Each employee household may use up to five EAP sessions for each household member per year effective July 1, 2008. These sessions may be used for Assessment and Referral, Short-term counseling and Wellness Programs.

The Program

Balancing the demands of work and home can be challenging. The Harrisburg Area Community College EAP can help you or a family member with:

Professional Counseling

Reduce Stress
Quit Smoking
Set and keep wellness goals
Couples & marriage counseling
Lose weight
Begin exercise
Learn to meditate
Physical or sexual abuse
Bereavement
Increase Self Esteem

Manage Anxiety
Legal/financial difficulties
Domestic violence
Substance abuse
Eating disorders
Depression screening

Pre-retirement counseling
Eldercare
Childcare

Family issues
Parenting assistance
Learn time management
Child & adolescent counseling

Life transitions
(marriage, new home, moving, new baby,
job change, retirement,)

If your issue is not listed, just call the EAP and ask!

Wellness/Educational Programs

Your EAP sessions may also be used to attend off-site wellness educational programs as:

Goal Setting
Stress Reduction
Smoking Cessation

Developing Resilience
Humor & Healing
Weight Management

Current wellness programs are listed on the LMA website, www.lma-eap.com

Mental Health Awareness

The EAP issues a monthly article on many topics. For a list of available topics, visit the LMA website. If you have an idea for a new topic, simply email info@lmasystems.com.

EAP Fees, Continuing Care & Insurance Co-Pays

There is NO FEE to the employee or family member for the EAP. This means no co-pay or balance billing. It is a 100% College paid benefit. If you use all EAP sessions and wish to continue counseling, you may do so under your insurance benefit, provided your insurance covers the service or issue. Your EAP counselor can help if you need assistance getting insurance authorization for continued counseling. If it is the same level of care, you may be able to continue seeing the EAP counselor under insurance. Unlike the EAP, there is a co-pay with insurance for which you are responsible.

Confidentiality

The EAP is subject to state and federal confidentiality laws and standards of ethics. Your use of the EAP is protected by these laws and is confidential. No one, including Harrisburg Area Community College administration, will receive information about your use of the EAP without your written consent. However, EAP counselors are bound by legal exceptions to confidentiality laws when there is a danger to self or others, including abuse of children and elders. LMA EAP sends only general reports to the College, which reflect aggregate utilization of the EAP.

EAP Counselors

All LMA EAP clinicians are Master's or Doctoral level, licensed, and have a minimum of 5 years experience in their discipline. Wellness educational programs are taught by clinicians or qualified educators. To learn more about LMA, and see the bios of LMA counselors and associates, visit the website, www.lma-eap.com

Supervisory Referrals

Sometimes out of concern a supervisor may suggest an employee consider the EAP. In rare cases, such as concern for fitness for duty or serious job performance problems, HACC may require an employee participate in an EAP assessment as well as meet the work standard. This is a formal company referral, and the employee will be asked to sign a release of information form. This lets the employer know you met with the EAP and are following the recommendations.

Access, Hours & Locations

To schedule an appointment, call Toll Free 800-327-7770 (Lancaster direct 394-6688) between 8:30 AM - 7:30 PM Monday through Thursday, and until 5:00 PM Friday. Daytime appointments are available through 7 PM, and in some cases on Saturday mornings. Offices are in Harrisburg, Lancaster, York, Lebanon, Gettysburg and neighboring counties.

Emergency 24-Hour On-Call

There is always an LMA EAP counselor on call. For true emergencies, LMA may advise the caller to get to the nearest hospital, or come in same day for an office appointment. Day or night, the caller will reach a live, not automated, operator. If after hours, the LMA on-call counselor will return the call within 15 minutes.

EAP Coordinator

The EAP Coordinator for HACC is Patricia Thompson, Director of Human Resources, Recruitment, Employment and Training. It is not necessary to contact Patricia to access the EAP benefit. You can simply call the EAP directly. Do contact Patricia for brochures, posters, articles, or general information about the EAP.

Your EAP can help, but only if you use it.

For further information,
visit the LMA website
www.lma-eap.com