

# The Faculty and Staff Assistance Program (FASAP): A Resource for Faculty

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443.997.7000

<http://www.fasap.org/>

# FASAP Facts

**Free, confidential, and professional** support services for problems of daily living and emotional well-being

**Assessment, short term counseling** when appropriate, and **targeted referrals** to community services and resources when appropriate.

**Eligibility:** benefited faculty and staff and their families (referrals for children under 16)

**Clinical team:** 11 licensed, master's level mental health professionals

**Hours:** 24/7/365 access to support; FASAP clinicians see clients and take on-call between 9 and 7 on weekdays.

**Locations:** East Baltimore, JH@Eastern, Bayview, Columbia, Washington, DC

**Call:** 443.997.7000, 24/7/365; Website: [www.FASAP.org](http://www.FASAP.org).

## How FASAP Helps Individuals

- In-person sessions include thorough bio-psycho-social assessment.
- In-person, short-term, solution-focused counseling for individuals and couples.
- Targeted referrals to community providers and resources when necessary.
- Telephone access, 24/7/365: telephonic triage and assessment by licensed clinicians and direct referral to mental health and community resources when needed.
- Video consultations when in-person sessions are not possible.
- Consultation to leaders and managers concerned about a team member.
- No limit to how often clients use FASAP services.
- FASAP services are free and confidential.

# How FASAP Helps Teams

- Crisis response services
- Customized presentations and workshops, upon request. Recent and upcoming topics include
  - Recognizing and responding to depression in the workplace
  - Developing mindfulness skills
  - Stress management strategies
  - Substance abuse in the workplace
  - Juggling parenting and medical residency
- Facilitated group conversations following loss and disruption
- Assistance to teams and individuals following a reduction in force

# How FASAP Helps Managers

**Consultations:** We encourage managers to call FASAP to consult when they are concerned about a team member or their team as a whole.

## Referrals to FASAP:

### Voluntary options:

- Regularly remind entire team about FASAP services
- Make supportive suggestion to individual
- **Facilitated Management Referral:** aims to address concerns about inappropriate workplace behavior and communication; allows managers to convey their concerns to FASAP and to receive updates, and allows FASAP to communicate attendance and engagement to manager.

# How FASAP Helps Managers

## Mandated referrals:

- **Fitness for Duty Assessment:** appropriate when there are concerns about safety or impairment; employee is off duty pending completion of assessment; requires prior consultation with department leadership (for faculty), human resources (for staff), and FASAP
- **Condition of Employment:** instituted by HR and departments and implemented by Occupational Health and FASAP; most often, used to support and monitor clients who have tested positive for drugs or alcohol at work.
- **Pre-employment and Return to Duty Assessments** for individuals referred to FASAP by Occupational Health Services.

## Mental Health Services for Students at the Schools of Medicine, Nursing, and Public Health

**JHSAP:** 443.997.7000; [www.JHSAP.org](http://www.JHSAP.org)

- Shares a clinical and call-center team with FASAP; close coordination with FASAP.
- Assessment, short-term counseling, and referrals to treatment providers as appropriate.
- A 24/7/365 on-call line for urgent concerns; calls are triaged by a licensed counselor.
- Consultations for faculty and staff who are concerned about a student's mental health.

**University Health Services, Mental Health:** 410-955-1892

[https://www.hopkinsmedicine.org/uhs/university\\_mental\\_health.html](https://www.hopkinsmedicine.org/uhs/university_mental_health.html)

- Therapy, when clinically indicated, psychiatric evaluation, and medication management.
- Documentation for Disability Support Services for active patients needing accommodations due to mental health diagnosis.
- On-Call clinician for urgent concerns for active patients.