

Employee Quick Guide

Accessing Benefits at Work

EAP

An EAP (Employee Assistance Program) is a great starting point for you or your dependents to get connected to therapists, medical care, and support. It's confidential and your employer will not know if you use the benefit. Some employers have "enhanced" EAPs with more long-term support programs. Ask your HR team for a benefits overview to get your company-specific information.

MEDICAL PLANS

Company medical plans will often cover medication, treatment, detox, and therapy. In general, you will want to look for in-network providers. It's often easier to call a facility or therapist to double-check that they accept your insurance. You can use your HSA or FSA to pay for eligible expenses as well. Every employer-sponsored plan is different, check with your insurance coverage to find out what is covered.

WELLNESS PLANS

Check your company wellness plan for additional resources. Often employers will use third-party vendors that include certified health coaches and other supportive tools and trackers.

Employee Quick Guide to getting support at work

BROKERS

Your company's benefits broker can answer questions about what your company offers so you don't have to contact your HR department. Benefits brokers can give you confidential company-specific information. They can also help you navigate claims questions and help you understand what your plan covers.

Legally, substance use conditions can qualify as medical conditions that meet the requirements for protection under the Americans with Disability Act, so employers **cannot discriminate** against employees based on a diagnosis (or even a perception) of a substance use condition and may provide accommodations.

While you cannot be terminated solely because you have a substance use condition, you **can be terminated** for things such as drinking on the job or being too hungover to perform your duties. Medical leave may be an option under FMLA you can find more information [here](#).