



REACH Employee Assistance Program Mission and Values Statement

MISSION

To assist U.C. in **“creating a sense of place”** by providing confidential counseling for employees and their families, and management & departmental consultation and training.

VALUES

Service

REACH will be available to all University of Cincinnati employees, and their dependents, seeking assistance with workplace and personal concerns. REACH will also be available to students who require Alcohol/Drug assessments and education.

Professionalism and Integrity

REACH staff will practice the highest standards of personal conduct and professionalism through credentialing, licensure, certification, and continuing education.

Diversity

REACH staff will provide culturally sensitive services to faculty and staff.

Confidentiality

When working with individual clients, REACH shall maintain the strictest of confidence, consistent with State and Federal laws and the ethical standards of appropriate professional credentialing agencies.

Empowerment of Employees/Workgroups

REACH will strive to empower employees and/or work groups through counseling, education and training as a means of helping them resolve their presenting difficulties.

Self-determination:

The employee will play a key role in defining the nature of the problem and in determining the necessary help. Use of REACH services is voluntary.

Availability/Approachability:

Employees can be confident that sensitive issues can be discussed openly, in an accepting environment.

Responsiveness/Immediacy: Services for employees will be relevant and timely.

Respect for Personal Autonomy:

REACH supports the integrity and dignity of the individual.