NCADD
NATIONAL COUNCIL ON ALCOHOLISM AND DRUG DEPENDENCE, INC.

SPOTLIGHT: South Bend, IN Affiliate Taking on Alcohol and Drugs in the Workplace

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The Alcohol and Addictions Resource Center (AARC), an NCADD Affiliate, is the proud parent organization for the Michiana Employee Assistance Program (MEAP). MEAP has been providing EAP services to Michiana area employers for over thirty-six years. You might ask just where is Michiana? Well, simply stated, the Michiana area covers part of northern Indiana and southwestern Michigan.

As you may know, the National Council on Alcoholism and Drug Dependence, Inc. (NCADD) was the founder and developer of the Occupational Alcoholism program concept, starting in 1949. NCADD and its Affiliates have helped thousands of companies develop Occupational Alcoholism Programs (many of which were joint Labor-Management Programs).

Over the years, many EAPs that got their start as occupational alcohol and drug programs later evolved into "broad brush" programs, assisting employers and employees with many different kinds of issues and problems of everyday living. And, as part of NCADD's leadership role in EAP, NCADD wrote the first national **EAP Program Standards** and the first national **EAP Manual**.

All MEAP contracts provide for assessment, referral and short-term problem resolution counseling. MEAP staff are available for management consultation, training and workplace crisis intervention as well. Michiana EAP remains true to many of the original EAP principles in that our consultants have considerable experience in dealing with workplace concerns as well as having sensitivity to and awareness of workplace cultures and employee issues. MEAP staff are generalists with knowledge in addiction and mental health as well as challenges in everyday living. MEAP has two Substance Abuse Professionals (SAPs) on staff to conduct SAP evaluations for individuals working under Department of Transportation (DOT) guidelines. Other staff are licensed clinicians in the state of Indiana. MEAP also serves as a clinical placement site for the University of Notre Dame doctorate of psychology candidates.

While many EAPs now provide assistance from a "remote" location, we remain a local presence for the companies and employees we serve. Since we are part of the community, we are knowledgeable about service providers and community resources if a referral is necessary. Since

neither AARC nor MEAP provides direct treatment services, we remain impartial and objective about referral options, always assuring our effort to find the "best fit" for clients and treatment providers.

MEAP keeps in touch with employees and families through an informative quarterly newsletter and we now provide a monthly separate E-newsletter for management and supervisors. Again, our focus at MEAP is to be available, accessible and to provide the best possible service with a truly personal touch.

For More Information Contact:

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