A Message from the President:

As Gannon colleagues work together for the sake of our students, we struggle with the challenges of every day living. At times we, or our family members, may need assistance dealing with the stresses of meeting these challenges. Therefore, Gannon provides an Employee Assistance Plan (EAP) for colleagues, their spouses and their dependents to assist with a variety of problems that can impact negatively on our personal or professional lives. The assistance is intended to be supportive. Access to professional assistance is available in the strictest confidence possible.

Issues addressed by Gannon’s EAP’s may include, but will not be limited to, anxiety, depression, drug or alcohol dependency, financial need, separation or divorce, job loss, the death of a family member or close friend, health problems and aging.

I encourage all colleagues to become familiar with this benefit and to share this information with their family members. It is my hope that the EAP will assist those in need and reaffirm Gannon’s commitment to our campus community.

Employee Assistance Plan Summary:

All full-time and part-time colleagues and their dependent family members are covered by this policy. All retirees who retired with 20 or more years of service and their spouses are also eligible.

Contacting the EAP Counselor:

Colleagues and/or their family members may contact an EAP Counselor 24 hours a day, 7 days a week. The EAP Counselor will respond within 24 hours.

Brighter 2 Morrows Counseling

- **Mark Morrow, M.A., NCC, LPC** at (814) 528-1592 (areas of expertise: teenagers, men’s and women’s issues, couples counseling, pornography, , depression, anxiety, sexual abuse and grief management)

- **Jeannie Morrow, M.A., CRC, LPC** at (814) 734-3377 (areas of expertise: women’s and men’s issues, marital relationship, parenting and family counseling, pre-teen and adolescent girls, self-destructive behaviors, body image, self-esteem issues, miscarriage, grief management, single parenting, depression, anxiety, and stress reduction)

If this is a crisis situation and immediate assistance is required, you should call the ERIE HOTLINE at 814-453-5656. Once the crisis has been resolved, contact the EAP Counselor as described above.
Counseling Sessions:

The EAP Counselor is responsible for assessing the needs of the colleague or family member. Subject to the initial assessment, the colleague or family member may be seen up to an additional four times over the next 12 months from the date of the initial assessment.

Plan Expenses:

Gannon will cover the fees for the initial assessment session and up to four subsequent counseling sessions.

Limits:

It is possible that colleagues may require assistance for different reasons during the course of a year. For example, counseling to deal with the death of a loved one and counseling on a separate occasion to deal with financial problems. These different instances could give rise to different Initial Assessments in a 12-month period. In each case the colleague would be eligible for subsequent counseling sessions subject to a 12-month limit of 12 contacts with the EAP Counselor.

Referral:

The EAP Counselor may refer the colleague or family member to a provider as defined in the applicable health care plan of the colleague or family member seeking assistance.

Referrals may also be made to other community-based resources outside of Gannon's health benefit network.

When colleagues accept a referral, they are responsible for the deductible, co-payments and any other associated costs.

Confidentiality:

This benefit is offered in the strictest confidence possible. The EAP Counselor will observe the Ethical Standards for Licensed Counselors in Pennsylvania.

Other Sources of Counseling:
Gannon Colleagues and their family members are not mandated to use Gannon’s EAP. They may seek out any resource they desire.

Colleagues covered by Gannon’s health care plans (or by other health care plans) who elect to access services provided by other coverages will be responsible for deductibles and co-payments.

**Pastoral Counseling:**

Gannon’s holistic approach to the well-being of an individual values the foundation of faith in each person’s character. The EAP does not replace or ignore the role that faith plays in a healthy well-balanced lifestyle. It is simply beyond the scope of an EAP to provide spiritual counseling.

Colleagues and their family members seeking pastoral counseling may contact Rev. Michael T. Kesicki at extension 7340.

A copy of the full text of the EAP policy is available in the Human Resources Office. Any conflict between this summary and the full policy will be resolved according to the full policy. Gannon may alter or eliminate this benefit as it deems appropriate.

**Who Can Assist You:**

**GANNON EAP**

Brighter 2 Morrows Counseling
- Mark Morrow, M.A., NCC, LPC at (814) 528-1592
- Jeannie Morrow, M.A., CRC, LPC at (814) 734-3377

**PASTORAL COUNSELING**

Gannon University Mission and Ministry Office
814-871-7334

**ERIE HOTLINE**
814-453-5656