

For Your Information

Diversity at the University

The University of Rochester envisions itself as a community that welcomes, encourages and supports individuals who desire to contribute to and benefit from the institution's missions of teaching, research, patient care, performance, and community service. Members of the University's community come from different geographical areas, represent differences in ethnicities, religious beliefs, values, and points of view; they may be physically different, have different intellectual interests, and have different abilities.

Learn more about diversity at the University at <http://www.rochester.edu/diversity>.

Employee Assistance Program (Strong EAP)

Strong EAP is a worksite based program which offers confidential, professional guidance to faculty, staff and their families when personal or work-related challenges become difficult to manage alone.

Strong EAP provides short-term interventions to resolve work-related or personal problems. During the initial consultation, a Strong EAP professional will evaluate you or your family member's specific needs and recommend the appropriate form of treatment based upon those needs. If you or your family member require more than the number of visits contracted by your organization or more urgent care is required than that provided by Strong EAP, you will be referred to a resource that meets your individualized needs.

Written records of all services are kept private and are unavailable to others without written consent. Strong EAP guarantees strict standards of privacy and confidentiality according to State and Federal guidelines unless disclosure of information is required by law or court order.

Employees and their family members can turn to Strong EAP for help with issues including:

- Problems with a supervisor or coworker
- Depression or anxiety resulting from personal or work-related problems
- Grief and bereavement
- Family, marriage, and relationship issues
- Drug or alcohol addictions
- Eating disorders including anorexia nervosa, bulimia, or binge eating and obesity

- Child/adolescent issues
- Child/parent problems
- Stress-related illnesses including panic, anxiety, headaches, musculoskeletal pain, TMJ syndrome, gastrointestinal symptoms, and "stress" associated with chronic disease
- Financial and legal problems
- Gambling addictions

University faculty and staff are eligible for up to three (3) visits per calendar year.

To schedule a confidential appointment, contact Strong EAP at 475-0432. All calls, emergent or otherwise, can be directed to EAP's main phone number at 475-0432. If a staff member is not available, the caller will be directed to an answering service that will contact the on-call counselor.

For additional information please visit the EAP website at

<http://www.urmc.rochester.edu/EAP/>

Family Care Program

The Family Care Program provides referrals to University employees seeking child or elder care services. Family Care furnishes listings of day care centers, licensed day care homes, and babysitters (including UR students), specific to geographic area and hours for which care is required.

Family Care does not make recommendations or guarantee the services of any provider. It is the individual's responsibility to interview providers, check references, and ultimately select a care provider that meets the needs of the family. For more information, go to the [Family Care](#) website.

Office of Human Resources

Human Resources supports the University in its mission by developing programs and policies that recognize the diversity of a dynamic University community, enhance organizational effectiveness and ensure quality recruitment, retention, training and development of employees.

Both the Medical Center (x5-2513) and the River Campus (x3-4320) have on-site offices to provide easily accessible service to employees. Additionally, each department is assigned a Human Resource Representative to assist in all HR matters.

For general Human Resources information regarding benefits, pay, vacations, meal periods, performance evaluations, service awards, staff education, etc., go to the [HR Website](#). If you cannot find the information you need, please call the HR Info Line at x5-4311.

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