

Employee Assistance Program

What is the Employment Assistance Program?

The Employee Assistance Program is a free and confidential system brought to you by the University of Nevada, Reno.

It is the policy of the Nevada System of Higher Education to provide an Employee Assistance Program (EAP) that allows employees to access a referral service designed to help NSHE employees and their families through personal difficulties.

The EAP website is www.bcn-nshe.org/hr/benefits/eap.

The EAP is designed to treat many types of problems and is accessible by phone 24 hours a day, 7 days a week. The EAP program is a confidential assessment and referral service specifically designed to assist employees and families in handling personal and work related issues.

What is Lifeworks?

Lifeworks is your free Employee Assistance Program. The Lifeworks program allows up to 3 sessions of EAP counseling services per year and unlimited telephone and online services at no cost to the employees.

The Lifeworks program is designed to give employees free, confidential assistance with personal issues, including:

- Parenting
- Aging
- Midlife & Retirement
- Disability
- International Issues
- Work
- Managing People
- Health
- Emotional well-being
- Addiction & recovery

When you call the Lifeworks program, a professional consultant can listen to your questions and concerns, provide a confidential sounding board, and help find solutions and resources to help. Lifeworks consultants are available 24 hours 7 days a week 365 days a year. Visit the website to watch short educational videos, read articles, take interactive assessments, e-mail consultants, find online resources, and more.

Call or visit the web site to find out how Lifeworks can help you. www.lifeworks.com

USER ID: NSHE PSWD: EAP

You may also call anytime: (877) 234-5151 En Espanol: (888) 732-9020 TTY/TDD: (800) 999-3004

Don't Stress Out !



How Does Stress Affect Health?

The body's autonomic nervous system has a built-in stress response that causes physiological changes to allow the body to combat stressful situations. This stress response, also known as the "fight or flight response," is activated in case of an emergency. However, this response can become chronically activated during prolonged periods of stress, which can cause wear and tear on the body - both physical and emotional.

Stress that continues without relief can lead to a condition called distress -- a negative stress reaction. Distress can disturb the body's internal balance or equilibrium, leading to physical symptoms such as headaches, an upset stomach, elevated blood pressure, chest pain, sexual dysfunction, and problems sleeping. Emotional problems can also result from distress. These problems include [depression](#), [panic attacks](#), or other forms of anxiety and worry. Research suggests that stress also can bring on or worsen certain symptoms or diseases. Stress is linked to six of the leading causes of death: heart disease, cancer, lung ailments, accidents, cirrhosis of the liver, and suicide.

Stress also becomes harmful when people engage in the compulsive use of substances or behaviors to try to relieve their stress. These substances or behaviors may include food, alcohol, tobacco, drugs, gambling, sex, shopping, and the Internet. Rather than relieving the stress and returning the body to a relaxed state, these substances and compulsive behaviors tend to keep the body in a stressed state causing more problems. The distressed person becomes trapped in a vicious circle.

What Are the Warning Signs of Stress?

Chronic stress can wear down the body's natural defenses, leading to a variety of physical symptoms, including:

- Dizziness or a general feeling of "being out of it"
- General aches and pains
- Grinding teeth, clenched jaw
- Headaches
- Indigestion or acid reflux symptoms
- Increase in or loss of appetite
- Muscle tension in neck, face or shoulders
- Problems sleeping
- Racing heart
- Cold and sweaty palms
- Tiredness, exhaustion
- Trembling/shaking
- Weight gain or loss
- Upset stomach, diarrhea
- Sexual difficulties

The Importance of Controlling Stress

Controlling stress is important to our health. Unrelenting stress can turn to distress. Stress is the body's reaction to any change that requires a physical, mental or emotional adjustment or response. Stress is a normal part of life. Many events that happen to you and around you -- and many things that you do to yourself -- put stress on your body. Some stress can be good. It keeps us alert, motivated and ready to avoid danger. But too much stress can make us sick. For more information on tips you can use to control stress, visit www.webmd.com/balance/stress-management.

Tips for Reducing Stress

People can learn to manage stress and lead happier, healthier lives. Here are some tips to help you keep stress at bay.

- Keep a positive attitude.
- Accept that there are events that you cannot control.
- Be assertive instead of aggressive. Assert your feelings, opinions, or beliefs instead of becoming angry, defensive, or passive.
- Learn and practice relaxation techniques; try meditation, yoga, or tai-chi.
- Exercise regularly. Your body can fight stress better when it is fit.
- Eat healthy, well-balanced meals.
- Learn to manage your time more effectively.
- Set limits appropriately and say no to requests that would create excessive stress in your life.
- Make time for hobbies and interests.
- Get enough rest and sleep. Your body needs time to recover from stressful events.
- Don't rely on alcohol, drugs, or compulsive behaviors to reduce stress.
- Seek out social support. Spend enough time with those you love.
- Seek treatment with a psychologist or other mental health professional trained in stress management or biofeedback techniques to learn more healthy ways of dealing with the stress in your life.

Creative and Cheap Ways to Manage Stress and Have Fun!

- Attend free classes at Lombardi Recreation (\$5.00 w/out membership)
- Play a game
- Attend a free concert
- Rent books, CD's, educational videos and movies from the library
- Plan a family hike/bike ride and picnic while taking in one of Washoe County's safe, scenic trails
- Plant a garden
- Listen to your favorite music
- Dance! Dance! Dance!
- No-charge campus sports events

*The direct links listed in this document are to websites not maintained by the Staff Employees' Council. The Staff Employees' Council takes no responsibility for the information listed.