

## WELCOME

The Employee Assistance Unit (EAU) is committed to making your mental health a priority. We provide many services you may not be aware of.

The EAU has interacted with thousands of members. Therefore, we are aware of the importance of maintaining a healthy, balanced life.

We see similarities in the types of personal problems experienced by Members of the Service. More often than not these problems center around relationship issues.

The stress of balancing the job and home life can seem overwhelming at times. We have found that maintaining some simple principles within your relationships can be the key to their success. We believe that giving members and their families awareness of potential issues in this area will aid them in maintaining strong personal relationships.

When questioned about their overall priorities, members frequently cited their families as their number one concern. Because of this, we have created this resource that can help your relationships remain healthy.



## Employee Assistance Unit

The Employee Assistance Unit (EAU) is designed to assist Members of the Service who are experiencing personal and/or professional problems. The early identification and resolution of these problems can minimize the impact on a member's career or home life.

Referrals are accepted from fellow Members of the Service, unions and fraternal organizations, family, and friends.

Our unit is **NOT** a disciplinary arm of the department. Communications between EAU personnel and Members of the Service remain **CONFIDENTIAL**, EXCEPT in cases of criminality or suicidality.

**EAU IS AVAILABLE 24/7** by phone or in person. Peer counselors will meet you, and care for you, where and how you are most comfortable.

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If it's important to you,  
it's important to us.

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### Employee Assistance Unit

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646-610-6730

**SUPPORT IS  
AVAILABLE 24/7  
CALL ANY TIME  
646-610-6730**

# Employee Assistance Unit

## Balancing Home and "The Job"



## SUGGESTIONS FOR MAINTAINING HEALTHY RELATIONSHIPS

### 1 Have clear, honest, and frequent communication with your loved ones.

At times Members of the Service (MOS) may try to shield their families from some of the more harsh aspects of the job. While this is based on a noble desire, it can lead to a MOS telling their families less and less, and to a breakdown in communication.

### 2 Work as a team to accomplish tasks.

Just like partners on patrol have to count on each other to make it through their tour, partners in a relationship should work together in every aspect including accomplishing tasks around the house if the relationship is to remain healthy. Working together is a natural way of bonding and prevents decision making from becoming lopsided.

### 3 Be aware of the close bonds and camaraderie the workplace creates in its members.

Police officers are trained alike, dress alike and even have their own language. The nature of police work forces MOS to develop close friendships with a partner and the other members of their command. The closeness and support they share is a big part of what allows them to survive on the street and, therefore, arrive home safely. MOS need support from both home and their peers in order to function properly.

### 4 Take some time to familiarize yourself with the true nature of working in law enforcement, as it may require a MOS to work past their expected tour.

Other times, due to the needs of the Department, a MOS may be required to respond to emergencies, demonstrations, or other major events.

He or she may be required to work on their day off. This can cause the MOS to miss important events and family functions. Fortunately, as an employee gains seniority, things change for the better. In time, their vacation picks improve. Requests for changes in assignment are honored and they come closer to attaining their career goals.

### 5 Create family traditions and/or functions such as family dinners, outings, and other important events.

Gathering the family together as one group promotes unity and helps to keep members informed and up to date. Easier said than done? Not really, providing that you stay creative and flexible. We know of a family in which four of its members are police officers. They celebrate Christmas on the first day they can all schedule the same day off. Everyone keeps one present to open on that day.

### 6 Maintain or establish religious/spiritual beliefs.

Those with spiritual beliefs tend to be more optimistic and better able to accept the realities of life.

### 7 Practice effective communication and active listening.

When something is bothering you, be honest, and try to create a safe environment to foster understanding.

The Department dictates the schedule an NYPD employee must work. This makes finding time to discuss and resolve issues difficult and the tendency may become to let uncomfortable issues go unresolved. Intentionally make time to work problems out. Don't use this time as a gripe session or for retaliation. Complaining will not make things better, but understanding through good communication will.

## STAY CALM

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The first few months on any new job or in any new position require major adjustments for you, as well as your loved ones.

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Police work is no different. We are confident that all of you are mature and resourceful people who can overcome any difficulties that you may experience. That's why you got the job. Just like the training and equipment given to you, this brochure is meant to provide information that is necessary to make it in the Department.

The aforementioned suggestions arm you with some basic information to keep your relationships healthy.