

UNC- Chapel Hill SHRA and EHRA-NF Employee Resource Memo 2023

I would like to make you aware of some support resources available through the University to employees having medical or other personal difficulties. A list of these resources is below for your convenience. Please note that this is a standardized list, and some may not necessarily apply in your current situation:

1. You are eligible for the Employee Assistance Program (EAP). The EAP is a confidential counseling and resource program that is designed to help University employees and their families deal with both personal and work-related concerns. To access the EAP toll-free, 24 hours a day:

- a. Call ComPsych at 1-877-314-5841 or
- b. Go to <https://www.guidanceresources.com/groWeb/login/login.xhtml>

At the home page, click "I am a first-time user;"

At the top of the next page, enter the Organization Web ID: TARHEELS;

Complete the remainder of the boxes with your desired username and password; and

On subsequent visits, use the same username and password.

You may obtain further information about the EAP by referring to the University's website at:

<https://hr.unc.edu/benefits/work-life/eap/>

2. For a reasonable accommodation under the Americans with Disabilities Act (ADA), you may obtain further information about the accommodations process by contacting the University's Equal Opportunity & Compliance Office at 919-966-3576 or Tiffany Bailey, Director of Equal Opportunity/ADA Coordinator at tmbailey@email.unc.edu or 919.966.7545 and/or by referring to the University's policy at <https://eoc.unc.edu/our-policies/ada-employee-applicant-visitor-accomodations/>
3. Family Medical Leave Act (FMLA), Family Illness Leave, and Voluntary Shared Leave. You may obtain further information by referring to the University's Family Medical Leave Policy at the following web address: <https://hr.unc.edu/benefits/leave-holidays/fmla/> or you can contact the Benefits team at 919.962.3071 or email at benefits@unc.edu
4. You may take advantage of the University Ombuds Office, where all Carolina faculty, staff, students and administrators are welcome to come and talk in confidence about any campus issue, problem, or dispute. You may contact them as a first step, or as a last resort, or anywhere along the way to share concerns, evaluate your situation, and plan next steps. The services are free and voluntary. You may contact the Ombuds Office at 919-843-8204, or obtain further information at: University Ombuds Office: Ombuds@unc.edu
5. You may be eligible for short-term disability benefits under the Disability Income Plan of North Carolina and other employee-paid supplemental disability plans offered by the University. Information about these plans is at: <https://hr.unc.edu/benefits/plans/disability-workers-compensation/>. You may contact Benefits Services in the Office of Human Resources at 919.962.3071
6. If you have a disability as the result of an accident or occupational disease arising out of or in the course of your employment, you may be eligible for benefits under the North Carolina Workers' Compensation Act.

You may contact Environment, Health and Safety (EHS) at 919-962-5507. You may obtain additional information about the University's Workers' Compensation Program at: <http://ehs.unc.edu/workplace-safety/worker-comp>

7. You may take advantage of the UNC LGBTQ Center which services students, staff and faculty members. The center provides direct support programs, trainings, and services including programs designed to address identity development, leadership development, and relationship skills development. The mission of the center is to create an inclusive environment for all UNC employees and students. 919.843.5376 and/or <https://lgbtq.unc.edu/>
8. You may take advantage of the UNC Office for Diversity & Inclusion, which has the primary responsibility for providing University-wide leadership on best practices and strategies to build and sustain an inclusive campus community. <https://diversity.unc.edu/>
9. You may take advantage of the Compass Center for Women and Families, which is a confidential community resource providing 24-hour domestic violence/interpersonal violence crisis services and educational programs. <https://compassctr.org/>
10. The Carolina Ethics Line is an anonymous reporting and inquiry hotline used by the University of North Carolina at Chapel Hill. Carolina Ethics Line provides a simple, anonymous way to report possible unethical or improper conduct, and or violations of University policies and procedures, regulations, or state and federal laws. <https://secure.ethicspoint.com/domain/media/en/gui/10808/index.html>
11. Safe at UNC is the main portal at UNC-Chapel Hill for resources and information about discrimination, harassment, sexual violence, interpersonal violence, and stalking. For additional information: <https://safe.unc.edu/>
12. Heels Care Network website is a place for all Tar Heels-undergraduate, graduate and professional students, post-docs, as well as faculty and staff, to come together in support of each other and access the many mental health and well-being resources at Carolina. It is a collective effort of a wide range of people and entities across campus. To obtain further information: <https://care.unc.edu/>
13. UNC-Chapel Hill Employee Forum seeks to continually improve the quality of life at UNC-Chapel Hill for its students, faculty and staff through mutual understanding, recognition of employee contributions and respect for the worth of the individual. To obtain additional information: <https://employeeforum.unc.edu/>
14. You may take obtain information for Military and Veterans at the UNC Veterans Resource Center at <https://dos.unc.edu/student-veterans-resources/> . You may also obtain information at 919.962.9640 or email at cvrc@unc.edu
15. If you are in a crisis, or if someone you know is struggling, please seek help and assistance. Call the 24/7, [National Suicide Prevention Lifeline at 1-800-273-TALK \(8255\)](tel:1-800-273-TALK) or [contact the Crisis Text Line by texting TALK to 741741](tel:1-800-273-8255). Or (TEXT 9-8-8)

Suicide Hotline serving Chapel Hill and surrounding counties is available 24/7:
[1-800-233-6834](tel:1-800-233-6834).