

UNC Faculty Resource Memo 2023

I would like to make you aware of some resources available to UNC faculty members for your convenience. Please take note that all of the following resources may be available to you, but some may not necessarily apply in your current situation.

- 1) Family Medical Leave Act (FMLA). 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 at 919.962.3071 or benefits@unc.edu
- 2) You may be eligible for coverage under the Faculty Serious Illness Policy, which provides paid leave for up to 60 calendar days in certain situations. You may obtain further information by referring The University's Faculty Serious Illness policy at the following web address: <https://academicpersonnel.unc.edu/policies-and-procedures/faculty-leaves/faculty-serious-illness-major-disability-and-parental-leave-policy/>
- 3) You may be eligible for coverage under the Family Illness Leave Policy, which provides up to 52 weeks of leave without pay during a five-year period to care for an employee's child, parent or spouse who has a serious health condition. You may obtain further information by referring The University's Family Illness policy at the following web address: <https://academicpersonnel.unc.edu/policies-and-procedures/faculty-leaves/>
- 4) The Employee Assistance Program (EAP). You may obtain further information by referring to the University's Employee Assistance Program Policy at: <https://hr.unc.edu/benefits/work-life/eap/> To access the EAP directly, you may contact our new provider, ComPsych Guidance Resources at: <https://hr.unc.edu/benefits/work-life/eap/> (ID: TARHEELS) or call 877.341.5841 to speak to a ComPsych Guidance professional.
- 5) 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/>
- 6) The University Ombuds Office, is 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 on the website: <https://ombuds.unc.edu>
- 7) Taking Care of Our Own Program is aimed at increasing awareness, providing psychoeducation, and offering assessment and treatment in a confidential and supporting setting that is optimized to destigmatize seeking help for emotional distress. You may obtain further information at the following web address: <https://www.med.unc.edu/psych/wellness-initiatives/taking-care-of-our-own>
Please contact Dr. Nadia Charguia, MD, Director of The Taking Care of Our Own Program at (984) 974.9372 or nadia_charguia@med.unc.edu for additional information regarding the program.
- 8) UNC SOM and UNC Health has the UNC Integrated Emotional Support Program, which includes the Peer Support Program. The UNC Peer Support Program connects health care professionals with trained peer support volunteers after adverse patient events or events with serious unanticipated patient outcomes. You may obtain further information regarding the Integrated Emotional Support Program at <https://www.med.unc.edu/psych/wellness-initiatives/integrated-emotional-support-program>

UNC Faculty Resource Memo 2023

You may obtain further information regarding the Peer Support Program by contacting Jenny Tauber at #919-966-5479 or Jennifer.tauber@med.unc.edu and you can find information at the following web address: <https://www.med.unc.edu/psych/wellness-initiatives/peer-support-program>

- 9) If you have a disability as the result of an accident or occupational disease arising out of or in the course of 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 Workers' Compensation Program at: <https://ehs.unc.edu/departments/workplace-safety/>
- 10) 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. <https://lgbtq.unc.edu/>
- 11) 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/>
- 12) 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/>
- 13) 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 cvrc@unc.edu
- 14) If you are in a crisis, or if someone you know is struggling, please seek help and assistance. Call, text or chat the 24/7, [National Suicide Prevention Lifeline at 988 or 1-800-273-TALK \(8255\)](https://988lifeline.org/). Life Line: <https://988lifeline.org/>

**Doctors can reach out on the [Physician Support Line](#) at 1 (888) 409-0141. The free and confidential hotline connects physicians to psychiatrists from 8:00 a.m. to 1:00 a.m. Eastern, 7 days a week.”