

EMPLOYEE RESOURCES

UI Employee Assistance Program (UI EAP)

Offers services to University of Iowa faculty, staff and their families. Up to six free sessions are available to the employee and each family member per year with a licensed mental health professional for the purpose of assessment, referral, and short term counseling. UI offers sessions in two locations and via telehealth.

→ (319) 335-2085

→ hr.uiowa.edu/EAP

Office of the Ombudsperson

Offers informal, confidential and neutral problem solving and conflict management for faculty, staff and students and provides mediation and advocacy for fair treatment and fair process. The office is a safe place to discuss any concern about the University or its policies and procedures. The office will direct visitors to additional resources as needed.

→ (319) 335-3608

→ ombudsperson.org.uiowa.edu

Rape Victim Advocacy Program (RVAP)

Provides counseling, in-person advocacy, information and referrals to people who have experienced sexual assault and harassment. Services are free and confidential. RVAP staff and volunteers are certified sexual assault advocates who accompany individuals to the hospital, police department, the Office of the Sexual Misconduct Coordinator, and to criminal or institutional proceedings. Counselors provide individual and group counseling to assist victims and significant others in dealing with the impact of trauma. RVAP also offers programs and training to the University community on such subjects as healthy relationships, respect, and sexual abuse/harassment.

→ (319) 335-6000 (24 hour Rape Crisis Line)

→ rvap.uiowa.edu

Women's Resource and Action Center (WRAC)

Offers advocacy, counseling, information and referral services as well as support groups, a lending library, and educational programs. All services are free and confidential, and are available to any UI student or employee, and all members of the community. The center provides a safe space to discuss concerns about harassment (including online harassment), abuse, or discrimination, and connects individuals with additional resources as needed.

→ (319) 335-1486

→ wrac.uiowa.edu

Kognito

Is an online, interactive training that builds awareness, knowledge, and skills about mental health and suicide prevention. It prepares users to lead real-life conversations with fellow students and colleagues who are in distress and how to connect them with the support they need.

→ hr.uiowa.edu/SUICIDE-PREVENTION

OTHER SUPPORTS

Mental Health at Iowa

To best support the University of Iowa community, this website was created as a central hub to easily explore the mental health resources available on campus.

→ mentalhealth.uiowa.edu

988 Suicide and Crisis Lifeline

"988" is the three-digit, nationwide phone number to connect directly to the 988 Suicide and Crisis Lifeline. They provide 24/7, confidential support to people in suicidal crisis or mental health-related distress.

→ 988

→ 988lifeline.org

Threat Assessment Team (TAT)

Is dedicated to the early identification, assessment, and management of incidents and behaviors that threaten the safety and well-being of the university community.

→ (319) 384-2955

→ hr.uiowa.edu/threat-assessment

The Office of Institutional Equity (OIE)

OIE includes the offices of Title IX and Gender Equity and Equity Investigations and ADA Compliance. These teams work together to provide a prompt response to reports, a centralized complaint investigations team, and a coordinated intake and record-keeping process.

→ (319) 335-0705

→ diversity.uiowa.edu/division/oie

Employee and Labor Relations (ELR)

Supports departments and employees in order to provide fair and consistent treatment of all employees with special emphasis on the prevention or resolution of problems arising from work situations.

→ (319) 467-4142

→ elr-help@uiowa.edu

→ hr.uiowa.edu/support/employee-and-labor-relations

Faculty and Staff Disability Services (FSDS)

Assists departments and employees outside of UI Healthcare in matters related to employment and health conditions.

→ (319) 335-2660

→ fsds@uiowa.edu

→ hr.uiowa.edu/support/faculty-and-staff-disability-services

UIHC Leave and Disability Office (LDA)

Assists UI Health Care employees with questions about leave or workplace accommodations.

→ UIHC-LDA@uiowa.edu

→ bit.ly/disability-leave-request

EXTRA SUPPORT

R U OK? - A Conversation Could Change a Life

The R U OK way contributes to suicide prevention efforts by encouraging people to invest more time in their personal relationships. Building the capacity of informal support networks – friends, family, and colleagues - to be alert to those around them, have a conversation if they identify signs of distress or difficulty, and connecting someone to appropriate support will also help long before they're in crisis.

→ ruok.org.au/work

Signs someone might need extra support:

1. Changes in their physical appearance?

- Look more tired than usual
- Seem 'flat' or drained of energy
- Have had a pattern of illness or being run down
- Are complaining of physical health issues such as headaches/migraines
- Are eating more than usual
- Are drinking more than usual

2. Changes in mood?

- Seem more irritable, snappy
- Appear more anxious and worried
- React more emotionally than the situation warrants
- Are quick to anger
- Appear to be overwhelmed by tasks they had previously found manageable

3. Changes in behavior?

- Seem more withdrawn
- Don't seem to enjoy hobbies/interests as they once did
- Seem to have difficulty concentrating
- Are not performing to usual standard

4. Changes in how thoughts are expressed?

- Struggle to see any positive perspective "it's always terrible"
- Seem to think the worst
- Personalize situations "they are trying to make things worse for me..."
- Saying things that sound confused or irrational

→ GETTING READY TO ASK

1. Be ready
2. Be prepared
3. Pick your moment



→ START A CONVERSATION

1. Ask, "R U OK?"
2. Listen
3. Encourage action
4. Check in



Conversation Starters for Students and Employees

Students in your courses or working in your office may also approach you for help. This is a good sign that they trust you. As faculty and staff, sometimes we are so worried about saying the wrong thing that we don't say anything. Simply showing that you care and that you can connect them to the appropriate resources goes a long way.

→ CONVERSATION STARTERS

"How are you? Are you ok?"

"Tell me more about that."

"I've recently noticed..."

"That sounds difficult. How can I support you?"

"I remember dealing with that when I was a student. What would be helpful?"

"I may not know the answer, but I want to support you and connect you with the right resources on campus."



There are many resources on campus – if you don't know the right one, please connect them with **Student Care and Assistance**.