

Employee Assistance Unit

Balancing Home and "The Job"



Welcome

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

As one of the department's employee assistance programs, we have dealt with thousands of officers. Therefore, we are aware of the importance of maintaining a healthy, balanced life.

We see a similarity in the types of personal problems experienced by police officers. More often than not these problems center around relationship issues.

The stress of balancing police work 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 officers and their families an awareness of the potential pitfalls in this area can aid them in maintaining strong personal relationships.

When questioned about their overall priorities, officers frequently cited their families as their number one concern. Because of this, we have compiled the following list of suggestions that can help your relationships remain supportive.

Support is available 24/7
Call Any Time
(646) 610-6730

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 break down 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 tours, 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 in relationships from becoming lopsided.
- 3. Be aware of the close bonds and camaraderie the workplace creates in it's members.**
Police officers are trained alike, dress alike and even have their own language. The nature of police work forces officers and civilian 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. This means that the MOS must learn to balance family and work.

4. **Take some time to familiarize yourself with the true nature of working in law enforcement. It may involve a MOS working beyond 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 a 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. Create an environment where both of you can be honest when something is bothering you.

The schedule of an NYPD employee must work is dictated by the department. 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 with not make things better, but understanding through good communication will.

Relax...

The first few months on any new job may require major adjustments for you as well as your loved ones.

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 you with the tools necessary to make it on "the job." These suggestions arm you with some basic information to keep your relationships healthy.



Employee Assistance Unit

The Employee Assistance Unit (EAU) was designed to assist members of the service that are experiencing personal problems. The early identification and resolution of these problems can minimize negative impact on their 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. Communication between EAU personnel and members of the service remain confidential, **EXCEPT** in cases of serious misconduct and suicidal behavior.

The Unit's members are available weekdays from 0700-2100 hours. In emergency cases during non-business hours unit members will be contacted and will respond.

Employee Assistance Unit

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