

# UAB HIGHLANDS NEWSLETTER

courtesy of the UAB Employee Assistance & Counseling Center



## Tips for Managers

As employees and staff continue to heal from the traumatic shooting, you may notice:

- Heightened state of anxiety
- Reluctance to return to the location of the incident
- Increased absenteeism
- Increased awareness of potential danger
- Higher rates of arguments between coworkers

These are normal reactions to a crisis event and will take time to normalize. As you lead your staff through this process, keep the following tips in mind:

- Acknowledge and clarify staff questions and concerns. It is normal for staff to have feelings of guilt or helplessness after a crisis.
- Encourage staff to maintain their routine. Reestablishing a stable routine can help staff regain their sense of normal.
- Follow up with staff regarding their concerns. Staff may feel vulnerable in the work environment and may need reassurance on protective measures.
- Remind them of EAP services through the EACC. Free and confidential counseling services are offered for UAB employees and anyone in their household.
- It is important you continue to take care of yourself by eating well, getting rest, exercise, and knowing your own limits. Staff will take note of your personal process and model after you.

## For Staff & Employees

- Acknowledgment
- Empathy
- Patience
- Refer to EACC for confidential counseling services.

## For Yourself

- Allow yourself time to grieve.
- Continue your own self care.
- Ask for help, when needed.

The UAB Employee Assistance and Counseling Center is an employee benefit designed to provide UAB, UAB Medicine, VIVA and Homewood Board of Education employees and their immediate household members with resources for resolving work-related and personal problems. The EACC provides confidential counseling and employee assistance, community referral, supervisor consultation, crisis management and a variety of educational programs to support successful work/life integration and provide practical tools for balance in all areas of life. Services are provided as an employee benefit at no cost to our clients.

**For more information on EACC services, visit [uab.edu/eacc](http://uab.edu/eacc) or call 205-934-2281.**