

NEELY EAP

JUNE 2023

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WELCOME

We are so pleased to be your employee assistance provider. Employee Assistance Programs (EAPs) are a first-line response to providing prevention and short-term problem resolution services. We provide short-term counseling services, seminars, legal services, and financial advice, all FREE of charge to you. Each month our newsletter will be packed full of wellness information and updates about upcoming seminars and webinars.

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WELLNESS SEMINAR

Please join us for our live seminar
"Understanding Workplace Culture"

June 15th @ 3pm

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QUARTERLY WEBINARS

Please join us for our live seminar "To Thyself Be True: Authentic Leadership"

JULY 27TH @ 3pm

TBD

Using Sociology on the Job

By: Courtney Garcia Echeverria



Sociology and psychology often overlap, but more people are familiar with psychology. So let's do a quick refresher on sociology. Sociology is a social science that focuses on society, human social behavior, patterns of social relationships, social interaction, and aspects of culture associated with everyday life. It uses various methods of empirical investigation and critical analysis to develop a body of knowledge about social order and social change. In a vague example, let's take a look at a criminal. From a psychological lens, we might look at psychopaths, schizophrenia, or substance disorders. A person with a sociology lens might look at how this person was outcasted by society and deviated from their norms or where they adopted deviant-like attributes.

Here are some ways to use sociology in the workplace:

Understanding your clients and peers

- Being able to connect to people is imperative. Aside from our education, we must consider people's different backgrounds. What kind of society did they grow up in, environmentally, religiously, etc., that could impact them differently? This will help when we have to read people in different situations.

Understanding norms, behaviors

- What is considered a "norm" to us may not be a norm for someone else. Compliments, eye contact, offensive language, chewing with your mouth open. These are all norms that might be different for someone. In India, showing the sole of your shoe (such as when sitting with your leg crossed) is rude. In China, eating all the food on your plate is not customary and could be considered disrespectful by the cook. In many countries, kissing on the cheek when saying hello or goodbye is customary. Being aware of these allows us to be culturally competent in our jobs.

How policy impacts people in dramatic ways

- While laws that don't directly affect you might not seem urgent, it is essential to be educated on them. Things happening in legislation may very well be affecting people close to you that you might not know about. Policy and how a person grew up is a vital part of a person's story.

If you would like to get a more in-depth look at how sociology can affect the people around you and how you can help yourself become more educated on it, please use your EAP benefits to contact a counselor. This is essential to understanding your peers and clients and enables you to understand yourself.

To learn more about sociology in the workplace, join the upcoming June seminar: [Understanding Workplace Culture](#).

References:

[Sociology - Wikipedia](#)
[diagnosis of criminals - Yahoo Search Results Yahoo Search Results](#)
[102 Examples of Social Norms \(List\) \(2023\) \(helpfulprofessor.com\)](#)
[The Sociocultural Model and Therapy Utilization - Psychology \(hawaii.edu\)](#)

June is Pride Month. Pride Month is when LGBTQIA+ community members and supporters come together to celebrate and commemorate how far the efforts for equal rights have come. While this month is dedicated to colorful parties, different parades, marches, concerts, memorials, etc., one of the most significant parts of Pride Month is contributing educational opportunities in between all the fun. You can learn about the history of pride and major milestones by researching Stonewall, swinging by the library, or brushing up on internet research. You can also respectfully ask someone in the LGBTQIA+ community about their experiences and what celebrating this month means to them.

As discussed in the last article about Sociology, sociology studies society, human social behavior, patterns of social relationships, social interaction, and aspects of culture. Pride is an extensive conversation in sociology because the community that was once known as "the outcasts of society" have created one of the most significant social movements and changes. Those in the LGBTQIA+ community often still face difficulties and scrutiny, but here are some respectful ways that you can implement education and fun in however you choose to celebrate pride month:

Don't make it about you

- Pride Month is the month to be a true ally. This means that as much as the community loves to hear about all the people you love that are in the community or how much you just "love the way that they dress," this is the month to get educated, reflect, honor, and grieve.

Learn about the letters

- You've seen "LGBTQIA+" multiple times during this article, but do you know what every letter means? Learn about what it means to be lesbian, gay, bisexual, transgender, queer, intersexual, and asexual, and learn the plus! Reflect on where you stand, where the people that you know and love stand, and how you can do your best to respect and understand them.

Ensure that you create a safe environment

- Ensure you are affirmative, intentional, and respectful with your Pride Month actions. Make sure that you are using common usage of pronouns. Using correct pronouns can help people feel accepted and seen. Also, maintain confidentiality if that's what the person wants. It takes a lot of courage to come out to someone, so maintain that trust.



Another way is to ensure adequate resources are available. By using your EAP benefits, we can help you ensure that you are learning about inclusivity and how to be welcoming and safe. If you are part of the LGBTQIA+ community, we have counselors specialized in the community that would love to be part of your journey, celebrate, and accept you, but also ensure that you are not going through your difficult times alone.

References:
27 Ideas To Thoughtfully Celebrate Pride Month (2023) (goodgoodgood.co)
Introduction to the Special Issue: Challenges of LGBT research in the 21st century - José Fernando Serrano Amaya, Oriol Ríos González, 2019 (sagepub.com)



WHAT CAN MY EAP DO FOR ME?



About our logo

For decades, enslaved African Americans looked to the North Star for hope, inspiration, and freedom. Neely EAP (NEAP) provides the **hope** that your situation will improve, the **inspiration** to move you in the right direction, and the **freedom** to live your best life.

At Neely EAP, we understand the challenge of balancing work and life stresses while staying mentally healthy. That's why we've partnered with your employer to offer you the following services free of charge:

- 24/7 Hotline, Access to Confidential Services
- Short-Term Counseling Couch Time Check-In (preventive annual counseling session)
- Legal and Financial Assistance
- Work-life referrals for adult care, childcare, pet care and more
- Wellness Trainings & Online Employee Training Vault
- Critical Incident Stress Debriefing

