

EAP Gap Checklist

Does Your Employee Assistance Program Actually Address Intimate Partner Violence? Use this checklist to evaluate whether your current EAP covers the specific needs of employees in dangerous intimate partner relationships.

What Traditional EAPs Typically Offer:

- 3-5 free counseling sessions
- Generic mental health support (stress, depression, anxiety)
- Crisis hotline access
- Referrals to external therapists or support groups
- Financial or legal referrals (general)

What's Missing: Intimate Partner Violence Prevention

Your EAP may help someone after crisis. But does it help them assess danger and prevent escalation?

Check what your current EAP actually includes:

Danger Assessment & Lethality

- ☐ Training on recognizing specific danger signs that predict lethality in intimate partner violence
- ☐ Counselors trained specifically in intimate partner homicide prevention and risk assessment
- ☐ A structured framework for assessing whether a relationship is dangerous

Safety Planning

- ☐ A practical safety plan guide specifically for someone with a dangerous intimate partner or ex
- ☐ Tools and resources validated by survivors who have lived through intimate partner violence
- ☐ Technology safety checklists (protecting phones, emails, social media, location data)
- ☐ Behavior modification strategies for staying safer
- ☐ Home security guidance specific to intimate partner violence

Practical Life Support

- ☐ Guidance for talking to children's schools about the situation
- ☐ Guidance for talking to employers about workplace safety concerns
- ☐ Information on family court preparation
- ☐ Information on protection orders and how to obtain them

**See the next page for scoring.*



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Scoring:

If you checked 0-3 boxes: Your EAP is doing what it's designed to do (general mental health support), but it's not designed to prevent intimate partner homicide. You have a significant gap.

If you checked 4-7 boxes: Your EAP touches on some DV issues, but likely lacks the specific lethality prevention focus that saves lives.

If you checked 8 or more: Your EAP goes beyond standard offerings. Were survivors involved in the creation of the materials? If not, they might be generic placeholders instead of life-saving education.

The Important Thing:

Traditional EAPs are reactive. They help people after a crisis. Intimate partner homicide prevention is proactive – it helps people assess danger and take steps to protect themselves before escalation. Your employees experiencing intimate partner violence need both: mental health support and practical safety planning validated by survivors who've been through it.

SafeWork Advantage provides the second part – the prevention piece your EAP is missing.

Learn more: safeworkadvantage.com

Questions? outreach@safeworkadvantage.com

