# Family and Friends Engagement Program

This program is intended to help you implement strategies in an effort to engage family members in your PTSD Prevention Plan.

# Purpose

Family members and friends can play a key role in supporting someone who is suffering from PTSD. Click here to enter text. is committed to establishing, implementing, and maintaining a family and friends engagement program to assist families and friends who have a family member suffering from PTSD and expand community supports available to the worker.

# Scope

This program applies to all workers, past and present, in all sectors who may be suffering from PTSD.

# Roles and Responsibilities

## Senior Leadership

Senior Leadership of Click here to enter text. is responsible for providing all employees with a psychologically healthy and safe workplace. The Senior Leadership of Click here to enter text. will ensure that this program is applied in a timely, consistent and confidential manner. To support a family engagement program Click here to enter text. leadership will:

* Provide educational and financial resources
* Lead by example

## Managers/Supervisors

Managers and Supervisors are responsible for informing workers of the family engagement program and setting an example of appropriate behaviour.

## Volunteers/Peer Support Workers

The Family Engagement Program will be run by peer support workers and volunteers. Our volunteer’s will

* Organize events
* Comply with organizational policies, procedures and the program
* Respect confidentiality
* Reduce stigma by participating in positive conversations
* Encourage engagement in the program

## Employees and Family Members

Employees and family members are responsible for treating coworkers with respect in the workplace. Employees are also responsible treating all parties, situations, and learned information in a sensitive and confidential manner.

Our Employee’s will

* Comply with organizational policies, procedures and the program
* Listen to coworkers and encourage engagement in the program if needed
* Reduce stigma by participating in positive conversations

# Engagement

Engagement with friends and families of workers who are suffering from PTSD increases awareness to PTSD, reduces the stigma, and allows for a community of support. Some examples of how friends and/or family are engaged include:

* Open houses, BBQ, family night and other social events, which also provide information about:
	+ the job(s) that the employees do
	+ potential impact of critical incident exposures in the acute and long-term
	+ signs and symptoms of PTSD and potential triggers
	+ the available organization supports, including contact information
	+ how to support someone with PTSD including communication, social support, dealing with anger,
	+ how to take care of yourself and your family
* Providing family-based peer support that allows family members and caregivers to speak to others who have had similar experiences, in an effort to support themselves and their loved one through recovery. This program will address:
	+ Understanding of the illness
	+ Understanding the role of the caregiver
	+ How to support their loved one and balance their need to do what they feel is best while honoring his/her right to make decisions
	+ Managing stress, self-care and wellness
	+ Provide an overview of the special circumstances that may arise within a family or through care
	+ How to encourage seeking assistance and help, available services and supports
* Offering and funding for time-limited family counselling if required. This can be made available by the employer as part of an insurance benefits package, though an EAP or under circumstances which it is deemed necessary for the well-being and recovery of the worker and their family.

# Evaluation

The efficacy of this program will be evaluated annual through anonymous surveys administered to those who have participated.

# Confidentiality

Maintaining confidentiality is integral to the success of the Family Engagement Program as it protects fellow peers and encourages willingness to participate. All persons involved in the family engagement program are required to maintain appropriate confidentiality of all medical or private information, consistent with Click here to enter text.’s confidentiality policy requirements and applicable provincial and federal legislation.

# Reporting and Recordkeeping

The requirement for confidentiality shall not supersede standard emergency response measures when there is imminent risk to life.