

serious problem in the Foreign Service, counselling and referral services are also available for persons experiencing difficulty.

Our EAP is carried out by an Alcohol Counsellor and by the Personnel Welfare Counsellor. Together, with their experience in the full range of human problems including problem drinking in the Foreign Service, they can assist employees. In order effectively to implement the program abroad, Heads of Post should be directly involved or delegate the responsibility to a relatively senior officer. Elsewhere, when EAP programs have been implemented in this manner the results have been appreciably better than when a junior officer (probably concerned with administration) was automatically appointed.

## **CONFIDENTIALITY**

The objective is to give maximum confidentiality along the lines of any medical relationship. This is particularly important for those who come forward to APRW on a voluntary basis. Without this confidence, it is unlikely employees would seek counselling from the Department. Absolutely nothing about a voluntary referral goes on the employees' personnel file. With regard to other employees who are referred to APRW by supervisors or APO, the maximum amount of confidentiality consistent with management's responsibilities will be respected. Obviously, if management initiated the referral, management is aware of the case. In this situation, while the supervisor and APO are privy to the case, every effort will be made to restrict the number of persons involved.

## **DEPENDANTS**

A special word needs to be said about dependants, as the disease of alcoholism respects no class, sex or profession; wives are as vulnerable as husbands; even teen-age children are afflicted. Yet through ignorance of the nature of the disease they are frequently a part of a conspiracy of silence. Our society has recently begun to change its attitude to the illness. What had previously been ignored or concealed because of the moral stigma has become a recognized illness for which diagnosis and treatment are possible.

An employee's attitude towards a dependant with a suspected drinking problem should be the same as his attitude towards a dependant suffering from cancer, tuberculosis or diabetes. For all of these diseases the earlier they are diagnosed and treated, the greater the chance of their being arrested. It is our aim to create a climate of trust and understanding that will encourage employees to seek aid for their dependants. In addition, the FSDs will be applied to dependants suffering from alcoholism in precisely the same manner they are applied to dependants suffering from other diseases.