

EAP & PAP Newsletter

June 2025

Take Pride in Your Safety!



Safety isn't just physical—it's also mental and emotional. In honor of **National Safety Month**, we are spotlighting some workplace safety practices that may help to mitigate the impact of

workplace dangers.

When safety gets overlooked, the **consequences** are typically things like increased risk of injury or death, higher turnover rates and absenteeism, legal/financial consequences, damaged company reputation, and reduced morale. As a result, workplace injuries and illnesses cost U.S. businesses **billions** each year.

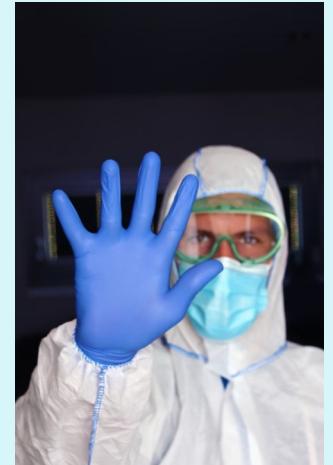
You may be asking yourself, "How do I keep my workplace safe? I'm not a manager, isn't that their job?" It's important to recognize that creating a safe workplace is **kuleana** (responsibility) that belongs to *everyone*, not only management. Everyone needs to do their part to keep things running smoothly. For some suggestions on how to practice workplace safety, check out our list in the next section. Stay safe everyone!



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Ways to Practice Workplace Safety

- If you see something—**say something!** Report any hazards immediately to supervisors or safety officers.
- Stay educated. Participate in any safety **training** and/or **drills** that your company provides.
- Malama your mental health. If you notice that your mental/emotional state is impacting your ability to remain safe, **reach out** to your EAP for some free and confidential **counseling**.
- Keep yourself **protected**. Use personal protective equipment (PPE) properly. If you're unsure how to do this, ask your supervisor for clarification.
- Keep your workspace **clean** and free of any obstructions that could cause others to trip/fall.
- Take regular **breaks** to prevent fatigue-related mistakes.
- Encourage a culture of **safety**—look out for your work ohana and make sure they're doing okay.



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Celebrating Pride Month: Inclusion is Safety Too

June is not only a month for safety, but it's also **Pride Month**—a time to honor the LGBTQIA+ community by providing a supportive workplace where everyone feels safe, respected, and empowered to be themselves. **Inclusion** isn't just about celebration—it's a safety issue. Mental/emotional safety ensures that people can voice their concerns, share ideas, and be **authentic** without fear of retaliation or bias.



Here are some ways that you can participate in Pride Month:

- Attend Pride-related events or trainings hosted by your company and/or community.
- Use **inclusive language** and pronouns.
- Educate yourself with resources from your EAP ([here is one example](#)).
- Be an **ally**—support your colleagues and speak up against discrimination.



As many as 46% of LGBTQIA+ workers in the U.S. remain **closeted** at work, and nearly 1 in 10 LGBTQIA+ employees have left a job because the environment was **unwelcoming**. What you do and say matters, so **show some aloha** to your co-workers and help them to feel safe in an environment that may feel threatening. If you are LGBTQIA+ and are in need of support, **your EAP is here for you**. We offer free and confidential counseling, identity-affirming support, and tools that can help to create inclusive and safe environments for you both at work and at home. **Give us a call** if you'd like to speak to someone.



Articles On Our Website

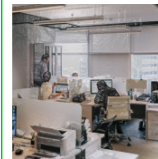
Did you know about all the resources available to you from your EAP's website? Here are a few examples:



DOMESTIC VIOLENCE

Those who are at risk of violence need to have a safety plan.

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CUBICLE ETIQUETTE: 16 TIPS FOR BEING A BETTER WORK NEIGHBOR

If you work in a cubicle environment, you want to be a part of a professional work environment that's positive...

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LONG-TERM CARE PLANNING

There are many issues to think about in caring for your aging parents or infirmed loved ones...

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SUPPORTING TRANSGENDER, NON-BINARY, AND/OR GENDER NONCONFORMING EMPLOYEES

Making the workplace an inclusive and affirming place for employees who are...

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You can sign up to receive weekly emailed tips for a year that help you build your resiliency. Written by our own Dr. Vali Hawkins-Mitchell...

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Check out your EAP's website at

www.EAPacific.com

Or your PAP website at www.HawaiiPAP.com

Please note that work/life services (legal, financial, eldercare, ID theft, mediation) are available to most, but not all, EAP customers. Call us if you have a question.

EAP and PAP provide short-term confidential counseling and work/life services, provided to you by your employer, that can assist in identifying and resolving issues that may be interfering with your job or personal life. Access to our experienced counselors and work/life services is available across the Islands and can be contacted by phoning or emailing our Honolulu office.



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