**Section 390.840 Employee Assistance Program**

a) For the purposes of this Section, an "employee assistance program" is a program that supports individual physical and mental well-being and that is provided by the facility or through an insurance or employee benefits program offered by the facility. Employee assistance programs may include, but are not limited to programs that offer professional counseling, stress management, mental wellness support, smoking cessation, and other support services.

b) *A facility shall ensure that nurses employed by the facility are aware of employee assistance programs or other like programs available for the physical and mental well-being of the employee.*

c) *The facility shall provide information on these programs, no less than at the time of employment, during any benefit open enrollment period, by an information form about the respective programs that a nurse shall sign during onboarding at the facility,* and upon request of the employee.

d) *The signed information form shall be added to the nurse's personnel file. The facility may provide this information to nurses electronically.* (Section 3-613 of the Act from PA 102-1007)

(Source: Added at 48 Ill. Reg. 2635, effective January 30, 2024)