

# Recognize the Distressed Trainee

NATIONAL INSTITUTES OF HEALTH 



## • Observe **DISTRESS** •••••

**EARLY  
WARNING  
SIGNS**

Identify changes in the trainee

**Attendance:** Absenteeism, tardiness, decreased productivity

**Behavior:** Inappropriate conduct, changes in appearance, unkempt, sadness, abrupt changes in mood, irritability, agitation, interpersonal difficulties, fatigue, difficulty concentrating, decreased motivation, expression of self-harm



## • Consult ••••• & Connect **WITH RESOURCES**

Clarify supervisor and trainee needs and outline strategies to:

- optimize referrals for care
- enhance workplace functioning
- ensure safety

**Contact:**

- OITE
- EAP
- OMS
- Civil
- Ombudsman



## •• Triage **EMERGENCIES**

**Police, 24/7,** Imminent threats, workplace violence, harm to self or others

**Main Bethesda Campus** Call NIH Police:  
911 - landline, 301-496-9911 - mobile

**All other NIH facilities** Call Local Police:  
9-911 - landline, 911 - mobile

**OMS, 24/7,** Evaluations for abrupt behavior change, substance abuse, injury, illness

**301-496-4411, 301-496-1211** (after hours)

# Resources

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**OITE** 301-496-2427  
training.nih.gov



Career Services | Educational Counseling & Advising

Office of  
Intramural  
Training &  
Education

- Consultation & training for Supervisors
- Graduate and professional school advising
- Career exploration and advising
- Interpersonal skills development
- Wellness workshops and advising
- Cultural adaptation to USA
- Strategies to improve mentor/mentee relationships

**EAP** 301-496-3164  
ors.od.nih.gov/sr/dohs/EAP



Mental Health Professionals | Confidential | Voluntary

Employee  
Assistance  
Program

- Short-term Counseling
- Crisis Intervention
- Community Resources & Referral
- Supervisory Consultation
- Assistance referring trainees to EAP
- Phone and face-to-face consultations

**Civil** 301-402-4845  
<https://civilworkplace.nih.gov>  
Anti-Harassment Hotline 833-224-3829



Response Team | Coordinators | Anonymous Reports

NIH  
Human  
Resources

- Consultation to mitigate workplace difficulties, including harassment (sexual/non-sexual), inappropriate, uncivil, and other disruptive behavior
- Resource for harassment (sexual/non-sexual), inappropriate, uncivil, and other disruptive behavior impacting the workplace

**Ombudsman** 301-594-7231  
ombudsman.nih.gov



Consultation | Coaching | Facilitation

Center for  
Cooperative  
Resolution

- Neutral, confidential, independent resource
- Coaching, individual and team problem-solving
- Conflict resolution of personal and interpersonal issues
- Identify work-related systems problems

**OMS** 301-496-4411  
301-496-1211 (after hours)  
<https://go.usa.gov/xnhG3>



Occupational Medical Service **Medical Emergencies | CC Bldg 10, OP6**

- **24/7:** Evaluations for abrupt behavior change, substance abuse, injury, illness

## Emergencies

**Police** 24/7, Law Enforcement



**Main Bethesda Campus** Call NIH Police  
911 landline, 301-496-9911 mobile  
Non-emergency, 301-496-5685

**All other NIH facilities**  
Call Local Police  
9-911 landline, 911 mobile