



EAP

Employee Assistance Program

No More Innocent Victims

Federal managers of employees of Arab-American descent or of Middle Eastern heritage should be aware that these employees might be subject to acts of discrimination, hostility, and possibly aggressive action. After tragedies such as the one that just struck the nation, some people may wrongly and unjustly focus their anger and fears on innocent groups or express their lack of knowledge about other cultures and peoples in rude or unthoughtful ways.

All Americans should be aware that the leaders of Arab-American and Muslim-American organizations are roundly condemning the terrorist actions. For example, the national Chair of the American Muslim Alliance said, "This is a tragedy of unimaginable proportions. Let's try our utmost to help our fellow citizens by donating blood, money and relief and recovery services...and send donations to those relief agencies that are on the scene of attacks. Moreover, Muslim individuals and groups should work with other religious communities to bring healing and harmony to our nation after this great tragedy."

Please be aware that your employees of Middle Eastern heritage:

- Are experiencing the shock and dismay that the rest of Americans are experiencing since they too are Americans and have been indiscriminately attacked by these terrorists. These employees, however, may also be experiencing concern that they, their families, and children could be victims of misplaced retaliatory behaviors
- May be subject to rude or insensitive questions or comments and behaviors from co-workers
- May feel threatened and frightened and could exhibit symptoms of stress and anxiety such as tearfulness, "short fuse", difficulty sleeping, etc.
- Need the support of their federal co-workers and supervisors

Federal managers should be aware that these employees and their families might benefit from referral to the EAP. When employees of Middle Eastern heritage express concern for their own personal safety, managers may wish to consider temporarily reassigning these employees to tasks where they have less public visibility.