



EFR EMPLOYEE & FAMILY RESOURCES

Adverse Childhood Experiences



Adverse Childhood Experiences (ACEs) can stem from a variety of abuse, neglect, or other troubling and unstable events that happen to someone under the age of 18. The more of these experiences an individual has faced, the higher their ACE score, and the more likely those experiences will continue to impact.

What are ACEs?

Adverse Childhood Experiences (ACEs) are potentially traumatic events that occur between the ages of 0-17. According to the Center for Disease Control, ACEs are extremely common. About 61% of adults surveyed in the U.S. reported that they experienced at least one type of ACE, and 1 in 6 reported they had experienced four or more ACEs. ACEs can be something that happens to you directly or to a family member in the home. The environment a child grows up in can greatly impact their sense of safety and stability, and ultimately lead to an adverse experience as well.

ACEs Examples

- experiencing violence, abuse, or neglect
- witnessing violence in the home or community
- having a family member attempt or die by suicide
- instability due to parental separation or household members being in jail or prison
- substance misuse
- mental health problems

ACEs in Adulthood

ACEs can impact an individual throughout their entire lifespan. This can be in an extreme way when it comes to violence victimization and perpetration, or in less noticeable ways which impact the individual's

health and opportunities. If ACEs have not impacted you personally, you likely know someone it has.

As you can imagine, ACEs impact the workplace too. These effects may be felt when it comes to job performance and success, healthy work relationships, difficulty with transitioning and change, or even substance use in the workplace. As a fellow employee or employer, it is important to try and empathize and understand the challenges being faced by those around you.

ACEs are another reason Employee Assistance Programs are extremely beneficial to the workplace, as employee and employers alike can seek help through the EAP. Reach out! EFR is here to help. Find out more about ACEs [here](#).





WELLNESS

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