

# Mental Health Resources in the Workplace



## Promote Mental Health Awareness in the Workplace:

- Take the **Stigmafree Pledge** to #CureStigma
- Celebrate Mental Health Awareness Month and Minority Mental Health Month and World Mental Health Day
- Create a **Mental Health Diplomats Program** where employees volunteer to serve as a resource for their colleagues who may be struggling with mental health concerns — connecting them to services offered by the company as well as other resources.
- Consider doing a **NAMI Walk** as a team building & awareness event
- Include behavioral health content in newsletters
- Promote awareness through signage (**NAMI** Infographics)
- Participate in social media campaigns such as **#CureStigma PSA's**
- Provide education about **HIPAA**, the **ADA**, & **Mental Health Parity** to address concerns about confidentiality, protections and costs
- Mention mental health in sick day benefits
- Like and share social media posts from:
  - » **National Alliance on Mental Illness (NAMI)**
  - » **Mental Health America**
  - » **National Institute of Mental Health**
  - » **Depression and Bipolar Support Alliance Advocacy Center**
  - » **Hope for the Day**
  - » **Psychology Today**

## Know the warning signs of common mental health issues

### Training Resources:

- **Mental Health First Aid**
- **US Mental Health First Aid Mental Health Resources**
- **The American Psychiatric Association Foundation Center for Workplace Mental Health's Right Direction Program**

## Check with your Employee Assistance Program (EAP) for services, including:

- Critical Incident Stress Debriefings
- Workplace Wellness Events
- Educational Training:
  - » De-escalation
  - » Cultural Sensitivity
  - » LGBTQ+ Awareness
  - » Sexual Harassment
  - » How to Deal with Difficult People
  - » EAP Benefits Overview
  - » Mindfulness
  - » Stress Reduction
  - » Mood/food connection
  - » Work/life balance
  - » Communication
  - » Conflict Resolution
- Employee Resource Group (ERG) Programs
- Accountability Groups
- Drug-Free Workplace Programming
- Voluntary referrals
- Supervisory referrals
- Services for family members
- Resources to alleviate stressors
  - » Childcare & Eldercare
  - » Legal & Financial

## **If you don't have an EAP, contact the Employee Assistance Professionals Association (EAPA).**

### **Consider offering additional mental health benefits to employees:**

- **Ginger** - on demand mental health support and coaching 24/7, and new: 8 free sessions with a live therapist.
- **Whil**
- Mindfulness Programming:
  - » Meditation group that meets regularly to meditate together
  - » Mindfulness Apps such as **Calm** or **Headspace**: Free 30-day trials or corporate memberships.



## **Review your Substance Abuse Policy with staff and employees and offer drug-free workplace programming.**

### **Encourage utilization of benefits:**

- Flex Spending/Health Savings Accounts
- Sick benefits & FMLA for time as needed
- Insurance Benefits (Mental Health Parity Law)

### **Useful articles and videos:**

- **The Bridge Between Suicide and Life**
- **Having a conversation: discussing mental health in the workplace - Sarah's story**
- **Getting comfortable talking about mental health at work**
- **Why Employers Need to Talk About Mental Illness in the Workplace**
- **Empathy vs. Sympathy**
- **Mental health at work—creating a stigma-free culture**

### **Learn what behavioral health problems cost your organization:**

- The National Safety Council's **Substance Use Cost Calculator** provides information about the cost of substance use to employers based on number of employees, industry, and state.
- One Mind at Work's **Depression Cost Calculator** determines the financial impact of serious depression on the employers.

## Be informed about your employee health insurance:

- The National Alliance of Health Care Purchaser Coalitions' **eValue8™ program** helps employers evaluate health plan performance in areas such as mental health
- Enforce the Mental Health Parity Law by visiting **DontDenyMe.org**.

## Counseling & Therapy Resources:

- Most insurance companies are covering teletherapy
- PsychologyToday's **Find-A-Therapist Directory**

## Free Self-Test Tools:

- <https://www.psychologytoday.com/us/tests>
- <https://psychcentral.com/quizzes/>

## Low-Cost Resources for the Uninsured:

- **United Healthcare** has launched a free (to anyone) 24/7 support line staffed by mental health experts: Call 866-342-6292
- Text HOME to 741741 to connect with a **Crisis Counselor**
- **Community Mental Health Center Finder**
- **NAMI HelpLine:** find services in your community.
- **National Suicide Prevention Lifeline:** 800-273-8255
  - » Hours: Available 24 hours
  - » Languages: English, Spanish

