

Mental Health Resources for the Workplace



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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 [Pledge to Be a Stigma Free Company](#)
- 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](#)
 - » [Choosing Therapy](#)
 - » [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 \(EAPA\)](#).

Additional Mental Health Resources for the Workplace Benefit Options

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](#)
- [How to Stop Workplace Bullying](#)
- [Having a conversation: discussing mental health in the workplace -- Sarah's story](#)
- [Get comfortable talking about mental health at work](#)
- [Why Employers Need to Talk About Mental Illness in the Workplace](#)
- [The Difference Between Empathy and Sympathy](#)
- [Creating a stigma-free workplace is key to tackling the mental health crisis](#)
- [8 Ways to Deal with Overwork and Burnout at Work](#)
- [How AI Affects Mental Health in the Workplace](#)

Learn what behavioral health problems cost your organization:

- The National Safety Council's [Substance Use Cost Calculator](#) provides information about the cost of information about the cost of substance abuse to employers based on number of employees, industry, and state.
- The National Safety Council's [Mental Health Cost Calculator](#) determines the financial impact of serious depression on the employers. impact of serious depression on the employers.

Be informed about your employee health insurance:

- The National Alliance of Health Care Purchaser Coalition's **eValue8 Program** helps employers evaluate health plan performance in areas such as mental health.
- Enforce the Mental Health Parity Law by visiting [DontDenyMe.org](#).