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4 STEPS FOR PRIORITIZING MENTAL HEALTH IN THE WORKPLACE

Workers are leaving their jobs in record numbers, so much so that this massive wave of voluntary departures has been dubbed the Great Resignation.

SHRM research reveals that when employees leave, it creates a domino effect, increasing feelings of isolation for remaining employees, negatively impacting their mental health and increasing their desire to leave their current organization. Make sure your employees feel supported by taking steps to prioritize their mental health in the workplace.

1. Build Awareness and a Supportive Culture

Proven strategies for building a mentally healthy workforce include educating workers on mental health issues and taking actions to foster a supportive workplace culture, including empowering people managers. Through education and advocacy, employers can ensure that people managers and employees know how to recognize the symptoms and causes of mental illness, as well as how to access mental health services. Moreover, organizations can take the lead in working to reduce the stigma associated with seeking treatment for mental illness.

Improve your workplace culture by properly training your people managers to lead teams successfully with our **People Manager Qualification (PMQ).** SHRM member discount available.

2. Provide Accommodations to Employees

Did you know depression, bipolar disorder, anxiety disorders and other mental health impairments may be considered disabilities under the Americans with Disabilities Act (ADA)? The ADA protects employees with disabilities from discrimination and requires employers to make reasonable accommodations to help workers perform their jobs.

Are you aware of your obligations as an employer?

Learn what steps you should take when an employee requests an ADA accommodation in this members-only **how-to guide**.

3. Offer Employee Assistance

In addition to providing accommodations to individuals with mental health conditions, employers can support all employees through voluntary programs and actions intended to improve employee mental health and wellness. Many employers also offer employee assistance programs (EAPs) designed to identify and assist employees experiencing personal challenges (e.g., marital, financial or emotional problems; family issues; and substance use disorders).

Discover how to effectively manage EAPs in this members-only **toolkit**.

4. Ensure Access to Treatment

The Mental Health Parity and Addiction Equity Act of 2008 (MHPAEA) requires large group health plans to ensure that the financial requirements and treatment limitations applied to mental health and substance use disorder benefits and services are no more restrictive than for medical or surgical benefits and services.

The Affordable Care Act builds on MHPAEA and requires coverage of mental health and substance use disorder services as one of 10 essential health benefit categories in nongrandfathered individual and small group plans.

Find out whether an employee's medical absence qualifies for leave under the Family and Medical Leave Act (FMLA) in this members-only **HR Q&A**.

Want more information and access to resources that will help you implement each of these four steps in your workplace?

Join SHRM as a professional member today to use our members-only toolkit on Creating a Mental-Health-Friendly Workplace.