MAKE
Mental Health a Priority in Your Workplace

Mental health is a vital part of overall well-being encompassing emotional, psychological, and social well-being. Promoting mental health reduces absenteeism and improves team morale.

Healthy Employees are more:

ENGAGED   **PRODUCTIVE**   **FULFILLED**

Cultivate a Culture of Well-being and Inclusivity

Lead by Example

Leadership plays a crucial role in setting the tone for mental health inclusivity.

- Incorporate mental health into your organization's values and policies.
- Reduce stigma by fostering a non-judgmental and inclusive workplace culture.
- Encourage open conversations about mental health.

Communicate and Educate

- Provide training to promote mental health awareness.
- Offer advice and resources for self-care and stress management.
- Emphasize the importance of seeking care when needed.

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Make Mental Health Benefits Accessible

Provide contact information for:

- Employee Assistance Program (EAP)
- Helplines and local support organizations
- Counseling services

Offer Flexible Work Arrangements

- Encourage open communication between supervisors and employees.

Recognize The Warning Signs

- Provide information on common signs of mental health challenges.
- Offer a supportive approach to employees who may be struggling.

Encourage Feedback and Support

- Encourage feedback on your organization's mental health initiatives.
- Make it easy for employees to contact Human Resources with questions.

Learn more about how to promote mental health in the workplace at **https://workplacementalhealth.org**

About The Mental Health Parity and Addiction Equity Act (MHPAEA)

MHPAEA is a federal law that requires group health plans and insurance policies to provide benefits for mental health and substance use disorders that are comparable to the benefits provided for medical and surgical expenses.

LEARN MORE AT

www.hhs.gov/guidance/document/mental-health-parity-and-addiction-equity-act

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This handout is for informational purposes only. Consult a legal professional for advice pertaining to the MHPAEA and how it relates to your specific organization.