



## Support the Emotional Wellbeing of Employees

### WHY this is important

Many employed adults are affected by mental health conditions that interfere with their personal and professional success and wellbeing. In Vermont, 18 percent of employed adults have a depressive disorder. Depression, anxiety disorders, attention problems and alcohol and substance abuse are among some of the mental health conditions that affect an employee's ability to succeed and have negative impacts on their physical health.

Work-related stress is also a major issue for many employed adults, contributing to poor physical and emotional outcomes, as well as decreased productivity and job satisfaction.

Creating a workplace culture and environment that supports the emotional wellbeing of all employees can result in healthier and more productive employees. This also benefits employers through cost savings, reduced absenteeism and increased productivity.

### HOW to support this outcome

- Have a policy that supports employees who have mental health issues; including leaves of absence and plans for returning to work.
- Have a policy addressing the use of alcohol and substances at work and all work-related functions.
- Provide training for supervisors on recognizing and responding to performance issues that may signal distress.
- Provide orientation for employees on workplace policies and support for mental health and substance use recovery.
- Provide stress-reduction activities at the workplace.

- Ensure that all employees are welcomed and included in workplace activities and wellness programs regardless of age, gender, sexual orientation, disability, race or ethnicity.
- Provide education to employees on mental health and substance use:
  - health messages
  - screenings
  - on-site classes or clinics
- Provide employees with a list of local resources on mental health and substance use support in your area.
- Provide employees with information on the mental health benefits offered through the organization's insurance.
- Provide access to an Employee Assistance Program.
- Allow employees to access support services during working hours.
- Promote responsible drinking at any work-related events where alcohol is present.

Highlighted activities offer the highest impact.

## WHERE to go for resources

- No-cost emotional wellness program for individuals: [www.myhealthyvt.org/emotional-wellness](http://www.myhealthyvt.org/emotional-wellness)
- Vermont Department of Health Alcohol and Drug Abuse Prevention Program: [www.healthvermont.gov/alcohol-drugs](http://www.healthvermont.gov/alcohol-drugs)
- Invest EAP: [www.investeap.org](http://www.investeap.org)
- Vermont 2-1-1 (dial 2-1-1)

## Creating inclusive workplaces

- The Pride Center of Vermont: [www.pridecentervt.org](http://www.pridecentervt.org)
- Mature Worker Program: [vocrehab.vermont.gov/programs-and-services/mature-workers](http://vocrehab.vermont.gov/programs-and-services/mature-workers)
- Creative Workforce Solution: [www.cwsvt.com](http://www.cwsvt.com)
- The Division for Blind and Visually Impaired: <http://dbvi.vermont.gov/>
- Industry-specific English language learning classes: [www.refugees.org/field-office/Vermont/](http://www.refugees.org/field-office/Vermont/)
- Vermont Center for Independent Living: [www.vcil.org](http://www.vcil.org)

**For more info** ► The Vermont Department of Health is here to help. Contact the district office near you: [www.healthvermont.gov/local](http://www.healthvermont.gov/local).