



Mental Health-Friendly

Why This is Important

Many employed adults are affected by mental health conditions that interfere with their personal and professional success and wellbeing. Depression, anxiety disorders, social isolation, attention problems, and alcohol and substance misuse 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 worksite culture and environment that supports the emotional wellbeing of all employees benefits employers as well. Psychologically healthy and safe worksites that support employee health can reduce turnover and absenteeism, lower health care costs, and increase productivity.

How to Support This Outcome

Education and Awareness:

- Share education on personal stress management.
- Promote an Employee Assistance Program or local mental health resources.
- Provide education on mental health and substance misuse.
- Provide employee orientation on worksite policies and support for mental health and substance misuse recovery.
- Provide employees with information on the mental health benefits offered through the organization's insurance.

Behavior Change:

- Offer workshops on emotional and mental health topics.
- Offer intergenerational social activities.
- Provide supervisory training on increasing support for employee wellbeing.
- Provide free or subsidized lifestyle coaching, counseling, or self-management programs.
- Provide Mental Health First Aid training to employees and supervisors.

Policy and Environmental Change:

- Have a policy that supports employees staying at home or returning to work after mental health related injury or illness.
- Allow employees to access support services during working hours.
- Ensure a safe environment for employees to share concerns about work-related stressors.
- Create and maintain a dedicated quiet space for relaxation.

Supporting Remote and Hybrid Employees:

- Provide supervisor training on managing remote or hybrid teams.
- Ensure education and awareness materials are accessible for remote employees.

Considerations for Employers of All Sizes

Employers of all sizes can create psychologically safe and healthy worksites through the strategies listed within this core outcome.

Where to Go for Resources

- Vermont Department of Health's Alcohol and Drugs Program: HealthVermont.gov/alcohol-drugs
- Recovery Vermont: RecoveryVermont.org/
- Invest EAP: InvestEAP.org
- Mental Health First Aid at Work: MentalHealthFirstAid.org/population-focused-modules/workplace/
- United Way of Northwest Vermont Mental Health Toolkit for Employers: UnitedWayNWVT.org/wp-content/uploads/2022/10/Mental-Health-Toolkit-Updated.pdf?utm_campaign=mental-health-toolkit
- US Surgeon General's Framework for Workplace Mental Health and Wellbeing: HHS.gov/SurgeonGeneral/priorities/workplace-well-being/index.html
- Vermont **2-1-1** (dial 2-1-1)

For more info: The Vermont Department of Health is here to help. Contact the district office near you: HealthVermont.gov/local