

Supporting Mental Health in your ORGANIZATION

A GUIDE FOR LEADERS

Well-supported Employees Do Better Work

When mental health concerns are not properly addressed, symptoms can include sleep problems, lack of concentration, aches and pains, irritability, low motivation or self-medication with drugs or alcohol.

These symptoms can cause challenges in the workplace.

Unmanaged mental health conditions cost the U.S. economy **\$200 billion in lost earnings** each year through decreased work performance and productivity. Short-term disability claims for mental health conditions are growing 10% annually and can account for 30% or more of the disability burden for the typical employer.

Fortunately, **most mental health symptoms improve with proper support.** As a leader in your organization, you have the ability and the obligation to create a supportive and healthy workplace for your employees.



Creating a Healthy Workplace



ORGANIZE EVENTS

Organize an event to educate staff and start a conversation about mental health



CHECK COVERAGE

Ensure that your health insurance provides comprehensive mental health coverage



CREATE GUIDELINES

Have a code of conduct for employees to read and sign and include a section on fair and equitable treatment



PROVIDE ACCESS TO CARE

Provide access to Employee Assistance Programs (EAPs) that help employees handle stress-related, emotional and psychiatric pressures that may impact their job performance



PROMOTE BALANCE

Implement policies that create and protect work-life balance for employees



BE FLEXIBLE

Provide reasonable accommodations for those with special needs

Learn more about being **StigmaFree** at home and in the workplace at www.NAMI.org/StigmaFree