Mental Health Awareness for Managers

Mental health problems are common in society and affect the individual, their families, co-workers, and the broader community. Mental health issues also have an impact on the workplace through heightened absenteeism, reduced productivity and increased costs. There is increased evidence that the content and context of the work can play a role in the development and the resolution of a mental health issue in the workplace.

The following links assist managers in learning how to recognize issues and support their employees who may be experiencing a mental health concern. Please contact Occupational Health & Wellness for additional assistance in addressing mental health issues in the workplace.

**Employee Assistance Program** - You can refer staff to the Employee Assistance Program (EAP), a short-term counseling service offered to faculty/staff and their family members at no cost. Contact is made directly by calling the toll-free number, 1-800-265-8310 or 1-800-663-1142. All the information provided will be handled in a confidential manner. Learn more at Homewood Employee Health - EAP [1] or by visiting the EAP webpage for managers [2].

**Guarding Minds @ Work: A Workplace Guide to Psychological Safety & Health** - This collaboration between the Consortium for Organizational Mental Healthcare (COMH) Faculty of Health Sciences at SFU and the Great-West Life Centre for Mental Health in the Workplace is in response to a growing need for employers to understand, assess and effectively address psychosocial issues affecting health or productivity in their particular workplace. Visit the website [3].

**Working Through It™** - This series of videos speaks directly to people struggling with mental health issues. Access this resource to see real people share their experiences of working through times of mental health pressures at work, off work and returning to work. View the videos [4].

**Check-up from the neck up** - Mental health is just as important as your physical health. This simple, online, private, mental health check-up can identify some symptoms of common mood disorders. Learn more about mood disorders on this website [5] and find resources to help your staff.

Please visit the Healthy Workplace webpage for Staff and Faculty [6] to find additional information and resources regarding healthy workplace initiatives and well-being.

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**Links**
[2] https://dev.web.uoguelph.ca/hr/managers-employee-health-wellness/employee-assistance-program
[6] https://www.uoguelph.ca/hr/staff-faculty-health-well-being/healthy-workplace