



Employer Mental Health Policy Template

1. Introduction

Our organization is committed to promoting a positive work environment that supports the mental health and well-being of all employees. We recognize the importance of mental health in the workplace and are dedicated to providing resources and support to ensure the mental well-being of our team.

2. Mental Health Support

We offer access to mental health resources, including counseling services and employee assistance programs. These resources are confidential and available to all employees who may be experiencing mental health challenges.

3. Flexible Work Arrangements

We understand that work-life balance is essential for mental health. We encourage managers to work with employees to establish flexible work arrangements when needed to support their mental well-being.

4. Mental Health Training

We provide training for managers and employees on mental health awareness, stigma reduction, and how to support colleagues who may be struggling with mental health issues.

5. Communication and Awareness

We promote open communication about mental health in the workplace and strive to create a culture where employees feel comfortable discussing mental health concerns without fear of judgment or stigma.

6. Accommodations and Support

We are committed to providing reasonable accommodations for employees with mental health conditions to ensure they can perform their job duties effectively. We also offer support and resources to help employees manage their mental health while at work.

7. Confidentiality

All information related to an employee's mental health is treated with the utmost confidentiality. We adhere to all privacy laws and regulations to protect the privacy and dignity of our employees.

8. Resources

For more information on mental health in the workplace, please refer to the National Alliance on Mental Illness (NAMI) website: *[NAMI Website](<https://www.nami.org/>)*.

We are here to support you in your mental health journey. Please reach out to HR if you have any questions or need assistance.