



Workplace Mental Health Policies

A Three-Pillar Approach to Supporting Employee Well-Being

SUPPORT

Care & Access: Helping employees when they need it most

What it includes:

- Mental health benefits (therapy, psychiatry, substance use care)
- Employee Assistance Programs (EAPs)
- Digital tools (apps, virtual counseling)
- Family & caregiver support
- Crisis resources (24/7 support, urgent care access)
- Return-to-work and reintegration support

What success looks like:

- Easy access to care
- Timely, affordable services
- High trust and confidentiality
- Employees know where and how to get help

PREVENTION

Well-Being & Culture: Reducing risk and supporting everyday mental health.

What it includes:

- Stress management & resilience training
- Mindfulness and emotional well-being programs
- Burnout prevention strategies
- Flexible work & PTO encouragement
- Financial wellness resources
- Psychological safety & stigma reduction
- Connection, belonging, and community initiatives

What success looks like:

- Healthy, sustainable workloads
- Open conversations about mental health
- Strong sense of belonging
- Proactive—not reactive—support



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ENABLEMENT

Leadership, Tools & Accountability: Equipping the organization to sustain impact.

What it includes:

- Manager training on recognizing and responding to distress
- Tools for supportive conversations and referrals
- Clear policies (flexibility, accommodations, boundaries)
- Centralized resource hub (toolkits, guides, screenings)
- Ongoing communication and awareness campaigns
- Measurement (engagement, utilization, burnout data)
- Continuous improvement strategies

What success looks like:

- Confident, capable managers
- Leaders modeling healthy behaviors
- Clear and consistent communication
- Data-driven decision making

**For more tools, tips, and best practices check out the
Mental Health Works Guide on workplacementalhealth.org**

