

WORKPLACE MENTAL HEALTH: EMPLOYER RESPONSIBILITIES

Psychological health is our ability to think, feel and behave in a way that allows us to perform effectively in our work environments, our personal lives and in society at large.

RESPONSIBILITIES

Employers have the responsibility to:

1. Ensure a harassment-free workplace
2. Develop and implement a written harassment policy that meets the requirements of the law
3. Ensure, as much as reasonably practicable, that employees are not exposed to harassment in the workplace

ADDITIONAL STRATEGIES

- Encourage active employee participation and decision making
- Clearly define employees' duties and responsibilities
- Promote work-life balance
- Encourage respectful and non-derogatory behaviours
- Manage workloads
- Allow continuous learning
- Have conflict resolution practices in place
- Recognize employees' contributions effectively

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POSSIBLE ACCOMMODATIONS

Employees can request to have:

1. Modifications to the work duties
2. Flexible work hours
3. Job sharing
4. Modifications to the work environment

POSSIBLE BARRIERS

List possible barriers employees might face when disclosing a mental health problem.

- 1.
- 2.
- 3.
- 4.
- 5.

Choose one strategy from the list on page 1 and explain how an employer can apply the strategy in the workplace.

Strategy:

How to apply: