

CREATING A *Healthy 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 disability for the typical employer. The family is also affected, increasing the use of leave time for family members. 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.



Start a mental health committee or focus groups with leaders and employees in your company to review best practices, resources and services quarterly.

Make it known that PTO/sick days to be used for therapist or counseling appointments for employees or as a family member.



Incorporate Access to Care: review your health insurance and ensure it has comprehensive mental health coverage and share this with your employees.

Review your Employee Assistance Programs (EAPs): be sure your programs includes services for mental illness, mental health, substance use disorders and more, to your employees and their families.



Provide accessible resources including NAMI Wisconsin's Resource Guide and website.

Promote Work-Life Balance through a culture of flexibility, and lead by example.



Talk about it! Share and promote that you are making metal wellness in the workplace a priority, for your employees and their families.

Organize presentations or events- bring in topics on various mental health conditions or organizations like NAMI Wisconsin, to continue to conversation on mental wellness.



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