



Weekly Safety Tip

The 4 A's of a Mental Health-Friendly Workplace



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What can you do to create a mental health-friendly workplace?

- 1. Awareness**
Build awareness and a supportive culture by conducting mental-health training, anti-stigma campaigns, and informing all employees of available resources.
- 2. Accommodations**
Make it simple for employees to request and use reasonable accommodations and other workplace supports, such as adjustments or modifications that enable people with disabilities to perform the essential functions of a job efficiently and productively.
- 3. Assistance**
Advertise the services available to assist employees, such as an Employee Assistance Program (EAP), stress-management training, or other supports. In addition to increased employee productivity, the benefits of EAPs include reduced medical costs, turnover, and absences.
- 4. Access**
Ensure access to mental-health services by assessing the specific mental-health benefits covered by your health insurance programs, including treatment for substance use disorders.

Learn more at askearn.org/mentalhealth



Weekly Safety Share

Top 9 Causes of Work Stress



SCNWO WELL-BEING MOMENT: TOP 9 CAUSES OF WORK STRESS by HEALTHYWORKKNOW

<p>Long Work Hours associated with fatigue, depression, and heart disease</p>	<p>Low Job Control less ability to make decisions about one's job or how to use skills associated with depression & higher mortality</p>	<p>Work-Family Conflict when work pressure effects one's family role(s) and vice versa increases the odds of poor health by 90%</p>
<p>Shift Work rotating, night, on-call, and unpredictable shifts associated with fatigue, poor mental health, and heart disease or stroke.</p>	<p>Job Demands overwhelming workload, time pressures, or conflicting demands, sometimes related to lean staffing. associated with burnout, and with low job control, increases risk for high blood pressure and heart disease.</p>	<p>Job Insecurity the concern that you might lose your job at anytime can cause anxiety and can lead to depression and heart disease</p>
<p>Organizational Injustice where employees report the workplace is unfair or disrespectful associated with burnout, poor mental health, and heart disease</p>	<p>Low Support lack of emotional support, help & resources from supervisors or coworkers associated with mental distress when combined with job strain (high demands + low control)</p>	<p>Low Rewards & Benefits lack of: fair/living wages, advancement opportunities, respect, adequate paid time off, & health insurance effort-reward imbalance can increase your risk of suicide & heart disease; a lack of health insurance and sick leave can increase your risk of poor health</p>

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