

Plan sponsor/employer reference guide

Workplace Strategies for Mental Health is a leading source of free, practical tools and resources designed to help Canadian employers and employees with the prevention, intervention and management of workplace mental health issues. To achieve this, free tools and resources are organized into five main sections. Detailed menus appear when you hover over the section titles in the top banner of the Workplace Strategies' website workplacestrategiesformentalhealth.com.

1. Psychological health and safety

Psychological health and safety management system

The National Standard of Canada for Psychological Health and Safety in the Workplace, published in January 2013 by Canadian Standards Association (CSA) and Bureau de Normalisation de Quebec (BNQ), is a voluntary set of guidelines, tools and resources focused on promoting employees' psychological health and preventing psychological harm due to workplace factors.

This section on the Workplace Strategies' website provides information to help an employer implement the Standard.

Policy and prevention

Practical approaches for protecting the psychological health and safety of employees includes effective policies and prevention strategies that eliminate or mitigate risks. Some examples include:

- [Harassment and Bullying Prevention](#)
- [Framework to Help Eliminate Stigma](#)
- [Suicide Prevention](#)
- [Inclusivity and Discrimination](#)
- [Building Emotional Intelligence](#)
- [Policy Recommendations](#)
- [Psychologically Safer Terminations](#)
- [Psychologically Safer Leader Assessment](#)

2. Managing workplace issues

Workplace solutions

[Developing a Workplace Plan](#)

A tool to share and engage the employee in developing solutions in preparation for return-to-work planning.

Responding to issues

Information on effective responses that can help reduce the negative impact on the employee, co-workers and the organization. Topics include:

- [Burnout Response](#)
- [Mental Health First Aid](#)
- [Suicide Response](#)
- [Leadership Crisis Response](#)
- [Resolving Conflict](#)

Accommodation

[The Duty to Accommodate](#)

Most organizations have their own policies and procedures related to accommodation. At a minimum, all should comply with relevant human rights legislation.

[Accommodation Strategies](#)

Strategies shared here can promote open dialogue and help employers engage employees in collaborating on a sustainable plan to help employees remain productive when mental health is a factor.

[Supporting Employee Success](#)

This resource helps employees work with their employer and trusted advisor (such as a doctor,

therapist or friend) to develop an accommodation plan that allows them to do their job successfully, when mental health is an issue.

3. Employee resources

At work, personal well-being, family and friends

[What is an Employee Assistance Program \(EAP\)?](#)

EAPs are provided by some employers and can be a valuable resource for employees. This is a helpful tool for referring employees to your EAP.

[Working through it – Virtual Peer Support](#)

Series of videos that provide practical coping strategies to help employees reclaim well-being at work, off work and returning to work.

[Plan for Resilience](#)

A resource available for leaders and employees to help them improve their ability to bounce back after a potential health, personal or work crisis.

4. Job-specific strategies

Highlighted strategies to help you in your role. Some examples include:

- [Strategies for Supervisors](#)
- [Strategies for Senior Leaders](#)
- [Strategies for Disability Management](#)

5. Free training and tools

[Managing Mental Health Matters](#)

Video examples demonstrate approaches that may be helpful for:

- Managing with emotional intelligence
- Need for reasonable accommodation
- Performance management
- Solution-focused resolution of worker conflict

- Successful reintegration of returning workers

[Building stronger teams- Supporting effective Team Leaders](#)

A team leader's guide and activities for developing resilience for themselves and their team.

[On the Agenda](#)

A series of videos, presentation slides and supporting materials that can help team leaders, managers or others to discuss issues and action plans relating to the factors as identified through the Standard.

Subscriptions

[Mental health awareness emails](#)

Subscribe to this weekly email service, which will deliver information related to mental health to your inbox each week.

[Subscribe to Take Your Break free emails](#)

Subscribe to get weekly emails with break activity ideas that can help individuals and teams to rest and recharge.

[Subscribe to news from Workplace Strategies](#)

Sign up to be among the first to learn about the latest information, resources, tools, training and events related to workplace mental health.

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