



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



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](https://www.askearn.org/mentalhealth)