

RESOURCE GUIDE

Workplace Strategies for Mental Health

www.workplacestrategiesformentalhealth.com

The Great-West Life Centre for Mental Health in the Workplace was established in 2017 with the objectives of increasing knowledge and awareness of workplace psychological health and safety, improving the ability to respond to mental health issues at work and turning knowledge into action through practical strategies and tools for employer.

Guarding Minds @ Work

www.guardingmindsatwork.ca

Developed by researchers at Simon Fraser University and available to all employers at no cost, Guarding Minds @ Work resources allow employers to effectively assess and address the 13 psychosocial factors known to have a powerful impact on organizational health, the health of individual employees and the financial bottom line.

Arpeggio Health Services

www.arpeggiohealthservices.com

As Atlantic Canada's largest provider of mental health training sessions, Arpeggio Health Services provides both standardized and customized mental health training programs including the Mental Health Commission of Canada's Mental Health First Aid program (Basic, Youth and Seniors specific adaptations), safeTALK Suicide Alertness and The Mentally Healthy Workplace. Public sessions are offered throughout the four Atlantic provinces regularly and on-site training is available by arrangement.

Summit Corporate Wellness

www.summitcorporatewellness.com

Founded in 2019 by Elizabeth Eldridge, Certified Psychological Health & Safety Advisor and Founder/Director of Arpeggio Health Services, Summit provides consulting services to support organizations in building the foundation for a psychologically safe and healthy work environment and ultimately implementing the National Standard on Psychological Health & Safety in the Workplace. Elizabeth also delivers keynote presentations for conferences and professional developments events.

National Standard of Canada for Psychological Health & Safety in the Workplace

www.mentalhealthcommission.ca/English/what-we-do/workplace/national-standard

The Standard, the first of its kind in the world, is a set of voluntary guidelines, tools and resources intended to guide organizations in promoting mental health and preventing psychological harm at work. Launched in January 2013, it has garnered uptake from coast to coast to coast, internationally and across organizations of all sectors and sizes. Use the link above to download The Standard and implementation guide, *Assembling the Pieces*.

Canadian Centre for Occupational Health and Safety

www.ccohs.ca/topics/wellness/mentalhealth

Downloadable tools (including posters, fact sheets and more—some are free, some available for purchase) and webinars/e-learning opportunities.

RESOURCE GUIDE

Mental Health Works: Reasonable Accommodations

www.mentalhealthworks.ca/what-is-a-reasonable-accommodation

Information about the duty to accommodate, undue hardship, health and safety requirements in Canada and more.

Canadian Human Rights Commission: The Duty to Accommodate

www.chrc-ccdp.gc.ca/eng/content/what-duty-accommodate

Information about an employer's duty to make reasonable accommodations.

Canadian Human Rights Commission: Accommodation Policy Template

www.chrc-ccdp.gc.ca/eng/content/template-developing-workplace-accommodation-policy

A template to help employers meet their human rights obligations. This easy-to-use tool is for employers that may not have the time or resources to develop an accommodation policy.

University of Fredericton

www.ufred.ca/programs/school-of-occupational-health-and-safety/centre-for-psychological-health-sciences

The completely-online University of Fredericton has a variety of professional development opportunities available through their department of Psychological Health Sciences.

MHCC: Making the Case for Investing in Mental Health in Canada

www.mentalhealthcommission.ca/English/resources/mhcc-reports/case-for-investing

In addition to many other tools and resources related to mental health in the workplace and beyond, the Mental Health Commission of Canada has published research on the business case for adopting proactive policies.

Deloitte Insights: A Blueprint for Workplace Mental Health Programs

www2.deloitte.com/ca/en/pages/about-deloitte/articles/mental-health-roi.html

An evidence-based review of the return on investment for workplace mental health programs, along with recommendations for their implementation.

MHCC: Reference Guide on Safer Language

www.mhfa.ca/en/safer-language-reference-guide

A simple, effective tool for reframing stigmatizing language.

Government of Canada: Mental Health in the Workplace

www.canada.ca/en/employment-social-development/services/health-safety/mental-health.html

Tools from the federal government for supporting mental wellness in the workplace, including information on the Hazard Prevention Program.