When mental health concerns are not properly addressed, symptoms can include sleep problems, lack of concentration, aches and pains, irritability, low motivation or self-medication with drugs or alcohol. These symptoms can cause challenges in the 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 the disability burden for the typical employer.

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.

Creating a Healthy Workplace

**ORGANIZE EVENTS**
Organize an event to educate staff and start a conversation about mental health

**CREATE GUIDELINES**
Have a code of conduct for employees to read and sign and include a section on fair and equitable treatment

**PROMOTE BALANCE**
Implement policies that create and protect work-life balance for employees

**CHECK COVERAGE**
Ensure that your health insurance provides comprehensive mental health coverage

**PROVIDE ACCESS TO CARE**
Provide access to Employee Assistance Programs (EAPs) that help employees handle stress-related, emotional and psychiatric pressures that may impact their job performance

**BE FLEXIBLE**
Provide reasonable accommodations for those with special needs

Learn more about being StigmaFree at home and in the workplace at www.NAMI.org/StigmaFree