

Mental Health Resource Guide for Employers and Policymakers



Supporting mental health in the workplace not only benefits individuals with mental health conditions, but also contributes to a more inclusive, productive, and healthy work environment.¹ This guide serves as a valuable resource for employers, including those in the public sector, administrators, and policymakers seeking to create inclusive and supportive workplaces for individuals with mental health conditions. It offers a compilation of resources, including information, guidance and best practices to support policy development and mental health in the workplace.

[U.S. Department of Labor Mental Health at Work Initiative](#)

The Department of Labor leverages their program expertise and collaborative partnerships to offer the “Mental Health at Work Initiative” featuring tools, tips and resources to advance positive mental health and wellness in the workforce and support compliance with federal law.

[Employer Assistance and Resource Network’s Mental Health Toolkit](#)

Discover an easy-to-follow framework and comprehensive toolkit offering guidance, best practices and strategies for employers to create a mentally healthy workplace.

[Center for Workplace Mental Health](#)

The Center provides a range of tools to help employers create a more supportive workplace environment and advance mental health policies at their organizations. Resources include ready to use trainings and case studies of workplace mental health initiatives.

[Job Accommodation Network’s Mental Health Conditions](#)

Explore the Job Action Network’s list of publications and blog posts on workplace supports for people with mental health impairments. The site also features a comprehensive guide full of workplace accommodation ideas and an accommodation toolkit.

[U.S. Department of Labor Supporting Employee Mental Health Webinar Series](#)

Access a series of Department of Labor webinars focusing on various aspects of mental health support in the workplace — many include expert advice and relevant case studies.

[RETAIN Kentucky](#)

Learn more about RETAIN Kentucky, a program offering strategies, resources and support to help employees in Kentucky return to work after injury or illness, including those related to mental health. Additionally, RETAIN focuses on addressing the mental health implications of COVID-19 in the workforce, as well as recognizing the general psychosocial and mental health implications of the stay-at-work/return-to-work process.

RETAIN created an Employee Seminar Series to assist employers in their ability to recruit, retain and engage qualified individuals with disabilities.

Episodes with a focus on mental health in the workplace include:

- [COVID-19 Fatigue and Mental Wellness in the Workplace](#)
- [Well-Being in the Workplace](#)
- [Creating a Trauma Informed Workplace](#)

[Working Well: Leading a Mentally Healthy Workplace](#)

This toolkit equips human resource professionals and business leaders with valuable insights, strategies and industry standards to foster inclusive workplace environments that prioritize mental health and overall well-being

[The Campaign for Disability Employment’s Mental Health at Work: What Can I Do Campaign](#)

The Campaign for Disability Engagement public service announcement campaign is designed to empower employees and employers by providing strategies and tools that foster a mentally healthy work environment. The campaign provides valuable resources, including a comprehensive workplace guide and practical steps for addressing mental health challenges at work.

[World Health Organization Mental Health at Work](#)

Explore the intricate relationship between mental health and the workplace with the WHO's Mental Health at Work fact sheet. The guide offers a multifaceted approach to maintaining a mentally healthy work environment, presenting valuable insights for leaders, employers and government workers. The WHO offers comprehensive guidelines and policy frameworks, citing best practices in managing workplace mental health conditions.

[Occupational Safety and Health Administration Supporting Mental Health in the Workplace: Senior Manager Guide](#)

Occupational Safety and Health Administration provides a pivotal tool for upper-level management, offering a roadmap to address employee stress, mental health and substance use disorder concerns. The guide outlines essential steps for initiating important conversations, extending outreach and accessing relevant resources.

[American Psychological Association Striving for Mental Health Excellence in the Workplace](#)

Elevate workplace mental health with American Psychological Association's Mental Health Excellence in the Workplace resource. This comprehensive guide helps to promote mental health in professional settings by combating stigma and equipping organizations and their employees with essential tools. Discover a plethora of readily available digital resources and innovative workplace policies within the guide.

[Mental Health Matters: Policy Framework on Workforce Mental Health](#)

Explore this comprehensive report put together by the National Task Force on Workforce Mental Health Policy, a group convened by the State Exchange on Employment & Disability (SEED). This policy framework assists policymakers in examining a plethora of important policy considerations and options surrounding workplace mental health policy.

[Surgeon General's Framework for Mental Health and Wellbeing in the Workplace](#)

Dive into the Surgeon General's Framework on Mental Health and Wellbeing in the Workplace, which outlines five key components for workplace leaders and organizations to reference when developing and implementing policies, processes and practices that best support the mental health of all workers.

[Mental Health Resource Guide for State Policymakers](#)

The Council of State Governments collaborated with the Commonwealth Fund to develop a Mental Health Resource Guide for State Policymakers. This guide offers insights and solutions across key mental health policy areas, providing valuable resources for policymakers as the nation recovers from the pandemic.

Endnotes

- 1 American Psychological Association. (2022). Why Mental Health Needs to Be a Top Priority in the Workplace. Retrieved from <https://www.apa.org/news/apa/2022/surgeon-general-workplace-well-being>.

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