



Support the Emotional Well-Being of Employees

WHY this is important

Many employed adults are affected by mental health conditions that interfere with their personal and professional success and well-being. In Vermont, 18 percent of employed adults have a depressive disorder. Depression, anxiety disorders, attention problems, and alcohol and substance abuse are among some of the mental health conditions that affect an employee's ability to succeed and have negative impacts on their physical health.

Work-related stress is also a major issue for many employed adults, contributing to poor physical and emotional outcomes, as well as decreased productivity and job satisfaction.

Creating a workplace culture and environment that supports the emotional well-being of all employees can result in healthier and more productive employees. This also benefits employers through cost savings, reduced absenteeism and increased productivity.

HOW to support this outcome

Education and Awareness:

- Share education on personal stress management.
- Promote an Employee Assistance Program or local mental health resources.
- Provide education on mental health and substance use.
- Provide employee orientation on workplace policies and support for mental health and substance use recovery.
- Provide employees with information on the mental health benefits offered through the organization's insurance.

On-Site Support:

- Offer stress management opportunities.
- Offer workshops on mental health and substance use.
- Participate as a business in one community engagement activity.
- Create and maintain a dedicated quiet space for relaxation.
- Provide free or subsidized lifestyle coaching, counseling or self-management programs.

Policy Change:

- Provide supervisory trainings on increasing support for employee wellbeing.
- Have a policy that supports employees who have mental health issues, including leaves of absence and plans for returning to work.
- Allow employees to access support services during working hours.

WHERE to go for resources

- No-cost emotional wellness program for individuals: www.myhealthyvt.org/emotional-wellness
- Vermont Department of Health Alcohol and Drug Abuse Prevention Program: www.healthvermont.gov/alcohol-drugs
- Invest EAP: www.investeap.org
- Vermont 2-1-1 (dial 2-1-1)

Creating inclusive workplaces

- The Pride Center of Vermont: www.pridecentervt.org
- Mature Worker Program: vocrehab.vermont.gov/programs-and-services/mature-workers
- Creative Workforce Solution: www.cwsvt.com
- The Division for Blind and Visually Impaired: <http://dbvi.vermont.gov/>
- Industry-specific English language learning classes: www.refugees.org/field-office/Vermont/
- Vermont Center for Independent Living: www.vcil.org

For more info ► The Vermont Department of Health is here to help. Contact the district office near you: www.healthvermont.gov/local.