



EMPOWERING YOU DISABILITY SERVICES

EMPLOYEE MENTAL HEALTH POLICY

Introduction

Empowering You Disability Services recognizes the importance of promoting the mental health and well-being of its employees. We are committed to creating a supportive and inclusive work environment that prioritises mental health. This Employee Mental Health Policy outlines our commitment to this endeavour and provides guidance for employees and management on how to address mental health concerns in the workplace.

Scope

This policy applies to all employees of Empowering You Disability Services, including full-time, part-time, temporary, casual, and contract workers. It covers all aspects of employment, including recruitment, onboarding, training, job assignments, performance evaluations, promotions, and termination.

Mental Health Awareness and Education

- Empowering You Disability Services will provide mental health awareness and education programs to employees to promote understanding and reduce the stigma associated with mental health issues.
- Employees are encouraged to participate in these programs to gain a better understanding of mental health and learn how to support themselves and their colleagues.

Confidentiality

- Empowering You Disability Services is committed to maintaining the confidentiality of all mental health-related information, in accordance with applicable laws and regulations.
- Employees are encouraged to share their mental health concerns with their supervisors, HR, or the designated mental health support personnel, knowing that their privacy will be respected.

Reasonable Accommodations

- Empowering You Disability Services is committed to providing reasonable accommodations to employees who may require them due to mental health conditions, in accordance with applicable laws.
- Employees are encouraged to request accommodations through HR or their supervisor, who will work together with the employee to find suitable solutions.

Mental Health Support Resources

- Empowering You Disability Services will provide access to mental health support resources, including counselling services, and external mental health providers.
- Employees are encouraged to utilize these resources for support, guidance, and counselling when dealing with mental health challenges.

Reporting and Responding to Concerns

- Employees are encouraged to report any concerns related to their mental health or the mental health of their colleagues to their supervisor, HR, or management.
- Managers and HR will respond promptly to such concerns and work collaboratively with employees to address them effectively.

Anti-Discrimination and Harassment

- Empowering You Disability Services strictly prohibits discrimination, harassment, or retaliation against employees based on their mental health status or the disclosure of mental health concerns.
- Employees who experience discrimination, harassment, or retaliation are encouraged to report such incidents to HR or management.

Review and Revision

Empowering You Disability Services will periodically review and update this Employee Mental Health Policy to ensure its effectiveness and relevance. Employees will be notified of any policy changes.

Compliance

This policy is in compliance with all applicable laws and regulations governing employee mental health and privacy.

By adhering to this Employee Mental Health Policy, Empowering You Disability Services aims to create a supportive and inclusive workplace where employees can thrive both personally and professionally. We are committed to the well-being of our employees and encourage open communication and collaboration in achieving this goal.