

POLICY:

The CRC is vitally interested in the ongoing health and safety of our staff, which includes mental health and stress. Stress and poor mental health are associated with many of the leading causes of disease and disability. This policy has been adopted to ensure the promotion and protection of the mental well-being of our staff.

PROCEDURE:

i. Promotion of Mental Health

The CRC will promote the mental well-being of all staff by:

- Providing staff with resources and information regarding mental health in the workplace;
- Providing a safe work environment that promotes and supports stress reduction and mental health;
- Providing assistance for staff members who experience problems relating to mental health in the workplace;
- Providing staff with support and reasonable accommodation when returning to work after a period of absence due to stress and/or mental health issues

The aim of these objectives is to create a workplace environment that promotes the mental well-being of all employees.

ii. Objectives

The CRC shall work to create a workplace that that minimizes excessive sources of stress and poor mental health by addressing workplace issues that contribute to stress, and assist staff members in the development of techniques for managing stress and mental health problems. The CRC will provide support for staff members that experience workplace stress.

In pursuit of these objectives, the CRC shall:

- Provide employees with information to increase awareness of the importance of mental health.
- Provide work/life balance for employees through flexible work options.
- Set achievable goals and objectives and avoid unnecessary overtime.
- Provide for staff: clear expectations, clear job roles, and the tools needed for success.
- Provide a workplace free of violence, harassment, bullying and discrimination.
- Promote open communication.

The CRC shall provide a system of support and reasonable accommodation for employees who experience stress and/or mental health issues.