

# Taking Action

## Fact Sheet

**Remember, there's no strict recipe for making your workplace comply with the Standard.** But don't worry – it's not a free-for-all either. The 40 organizations that participated in the study implemented real change, using practical strategies. Here are some of the steps they took to make the workplace safer, psychologically speaking.

### WHAT "THE 40" DID TO MAKE IT SO: THEY DUG IN.

**78%** implemented respectful workplace policy and educational initiatives with the aim of enhancing respect, tolerance and consideration, while addressing discrimination and harassment and bullying.

**70%** tailored their Employee and Family Assistance Programs (EFAP) to mental health and enhanced the psychological supports and services. The aim was to focus on intervening earlier when staff first show signs of distress. Some also expanded their benefits plan to include wellness professionals, including psychologists.

**66%** introduced activities to raise awareness and mental health knowledge, and to tackle the stigma related to mental illness. They added mental health resources to their intranet, promoted webinars, and introduced mental health programs. They celebrated CMHA's Mental Health Week in May.

**61%** initiated resilience programs, including training in resiliency, team building and psychological safety skills. They provided access to online self-care modules and introduced peer support programs.

**59%** trained managers about mental health to help them respond to psychological health or safety issues.

**59%** created or enhanced programs to help staff stay or return to work safely. Some improved or introduced critical incident reporting.

