



Charter to Transform Workplace Mental Health

A Response to the Growing Impact of Mental Illness at Work

Our organization is pleased to join the One Mind Initiative at Work. As committed leaders in employee well-being, together we can advance this issue as a central priority for all employers – and decrease the impact of mental illness, improve productivity, and increase employee engagement in the workplace.

In collaboration with the One Mind Initiative at Work and its members, we can transform workplace mental health approaches by committing to the following charter of best practices. Collectively, we commit to:

- 1. Long-Term Commitment** — We will engage in values-driven organizational change toward mental health promotion, and mental illness and suicide prevention...with a commitment to continuous improvement.
- 2. Promote Mental Health** — We will support employee mental health and wellbeing through comprehensive policies, education and resources, similar to physical health promotion efforts.
- 3. Eliminate Stigma, Social Prejudice and Discrimination** — We will engage in shifting attitudes and changing behaviors through comprehensive efforts including contact education and policy review.
- 4. Adopt a Proactive Prevention Approach** — We will actively work to prevent harm to worker psychological health in a continuous improvement process that seeks to reduce risk factors and increase protective factors in how work is organized and how people are managed.
- 5. Provide a Coordinated Response** — We will play a vital role in creating improved access to seamless connections to mental health treatment, services, resources and support.
- 6. Early and Effective Workplace Interventions** — We will ensure that performance, absence, and disability management systems intervene early and effectively through supportive conversations that engage the employee in collaborative solutions.
- 7. Explore Innovation, including Technology** — We will employ innovative practices, approaches and concepts, including new technologies.
- 8. Continuous Evaluation** — We will measure all efforts to ensure quality, outcomes, accountability and to contribute to the growing body of knowledge about workplace mental health as a field of study.

Workplace mental health is an increasingly important priority for forward-looking employers, such as our organization. Together, we aim to implement proven mental health best practices to boost productivity and engagement, and improve the lives of our employees, their families, our customers, and the broader community we are dedicated to supporting.

Sincerely,

Name

Organization