

<https://askearn.org/page/mental-health-toolkit>

Mental Health Toolkit

Explore resources for fostering a mentally healthy workplace.

Not all disabilities are visible to the eye. Among those that are often non-apparent are **mental health conditions**.



The 4 A's of a Mental Health-Friendly Workplace



According to the National Alliance on Mental Illness (NAMI), one in five American adults will experience a diagnosable mental health condition in any given year. In addition, according to the Substance Abuse and Mental Health Services Administration (SAMHSA), one in five American adults with mental illness also had a co-occurring substance use disorder (SUD). Recent challenges, including the COVID-19 pandemic, coupled with an increased understanding of the prevalence of mental health conditions, are prompting many employers to consider strategies they can use to support their employees' mental health.

These strategies are good for **employees**. They demonstrate your business's commitment to inclusion and offer workers the support they need to meet their mental

health needs. These practices also benefit **employers** by empowering employees to deliver their best on the job, today and in the years ahead.

EARN's Mental Health Toolkit is a gateway to background, tools and resources that can help employers learn more about mental health issues and cultivate a welcoming and supportive work environment for employees who may be facing mental health issues or need help for a co-occurring substance use disorder. It also presents an easy-to-follow framework for fostering a mental health-friendly workplace, all built around the "4 A's": **Awareness, Accommodations, Assistance and Access.**

Get started by selecting from the menu:

- [UNDERSTAND the Issue](#)
- [CREATE a Mental Health-friendly Workplace](#)
- [MODEL Successful Programs](#)
- [EXPLORE Resources](#)