

# MechSE WELLness

## M03 Mental Health Support

### **Intent: Increase availability of and access to mental health support services and care.**

Although it has been shown that treatment for common mental health conditions can be effective up to 80% of the time, only 33% of those who need help seek it. Equitable access to screening, care facilities, and mental health services can help mitigate poor mental health outcomes by promoting care utilization, supporting early diagnosis, and improving receipt of adequate mental health care. In addition, enhanced social support and adjustments to the work environment help enable a successful return for employees coming back from leave due to a mental health condition.

**Impact: Supporting employees access to mental health services, workplaces can both reduce costs and enhance employee health and well-being.**

### **What are the requirements to earn this credit?**

1. Provide mental health screening to all eligible employees at no cost.
2. Provide mental health services to all eligible employees at no cost or subsidized by at least 50% that include professional counseling, medications, benefit coverage explanation, confidential consultation with benefits staff, and commitment to mental health parity.
3. Provide workplace support via use of sick time and adjustment in work schedule to seek treatment, adjustment of physical environment as required, and use of short- or long- term disability leave for mental health needs with option of phased return to work or increased interpersonal support.

### **How is MechSE accomplishing these requirements?**

Our wellness policies provide in detail all benefits and services kindly available to all eligible employees and students at the University. All policies will soon be available online to MechSE. Everyone has access to the services described above, including help for students. We will promote these programs and available services.



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