



NOVANT HEALTH EMPLOYER SOLUTIONS

Mental health in the workplace: A toolkit for employers and employees

May 2024

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NovantHealth.org/EmployerSolutions

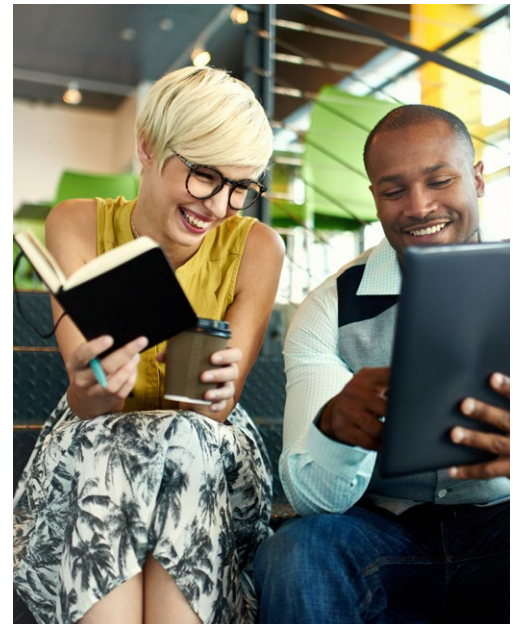
Mental health is a vital part of one’s health, well-being and overall life balance. As you continue to support your employees from a mental health and well-being perspective, we are providing this toolkit as a quick and easy reference guide to Novant Health, federal, state, county and region-specific resources. Novant Health is committed to walking with you along this journey as you support your most valuable asset, your team members.

Reducing mental health stigmas

First, it is important to understand that stigma is prejudice and discrimination against people with mental illness; it can be subtle or obvious. There are also three different types of stigmas — public, self and institutional.

Stigma and discrimination can lead to:

- Lower self-esteem
- Increased psychiatric symptoms
- Difficulties with social relationships
- Reduced likelihood of seeking and continuing treatment
- More difficulties at work



According to the Mayo Clinic, [a 2019 national poll](#) from the American Psychiatric Association (APA) found that “... mental health stigma is still a major challenge in the workplace. About half of workers were concerned about discussing mental health issues at their jobs. More than 1 in 3 were concerned about retaliation or being fired if they sought mental health care.”

Employers who offer programs such as employee assistance programs (EAP) are taking a step in the right direction for reducing stigma and improving equity and inclusion. However, utilization is a concern. According to the Center for Workplace Mental Health, only about 3-5% of employees use available EAP.

From professional experience, employees are afraid of the stigma associated with “if my boss finds out.” It is important for employers to stress the confidentiality of EAP programs.

To learn more, visit the American Psychiatric Association website at [Psychiatry.org/patients-families/stigma-and-discrimination](https://www.psychiatry.org/patients-families/stigma-and-discrimination)

How can you help?

Below is a list of local, state and national organizations that offer education and information, as well as direct 1-to-1 assistance for employees and employers.

Local and state resources

Novant Health mental health program access line • 800-718-3550

Novant Health offers a 24/7 help line for individuals experiencing mental health or substance use disorder issues. Experts at the call center will help individuals determine the type of services they need and provide the resources to get the help they need.

State and county resources

North Carolina

- Brunswick County: [Mental health and substance use disorder](#)
- Forsyth County (Winston-Salem): [Emergency services and crisis support](#)
- Mecklenburg County and Charlotte region: [Crisis Intervention Team](#)
- [New Hanover County Health & Human Services](#)

South Carolina

York County (Fort Mill, Rock Hill)

- York County: [Mental and behavioral health](#)
- [South Carolina Department of Mental Health](#)

National resources (all available 24/7 and in English and Spanish)

- [National Suicide & Crisis Lifeline](#)
Call or text 988 for help
- [Crisis Text Line](#)
Text “HOME” to 741741
- [National Domestic Violence Hotline](#)
800-799-7233 • Text “START” to 88788
- [Substance Abuse and Mental Health Services Administration \(SAMHSA\)](#)
National Helpline • 800-662-4357

Resources for employers

As an employer, if you are looking to build a culture that supports workplace well-being and good mental health in the workplace, here are great resource options for you.

- [Mental Health America](#) and [Mental Health America toolkit](#)
- [Center for Workplace Mental Health](#)
- [National Alliance on Mental Illness \(NAMI\)](#)
 - [Local NAMI Chapter: Charlotte](#)
 - [Local NAMI Chapter: NW Piedmont, NC \(Winston-Salem\)](#)