Ensuring access to mental health treatment is a key component of workplace mental wellness. Use this checklist in conjunction with the EARN Mental Health Toolkit to assess your organization's health care plan.

The American Psychiatric Association Foundation's Center for Workplace Mental Health advises asking the following questions (PDF) about your organization's health care plan:

**Checklist: Is Your Health Care Plan Mental Health Friendly?**

**Does the plan provide:**

- Information about mental health conditions, substance use disorders, and employee benefits to reduce the stigma often associated with seeking help for mental health conditions or substance use disorders?
- Access to mental health or substance use disorder screening tools?
- Easy access to mental health and substance use disorder support and care, such as through an Employee Assistance Program (EAP)?
- High-quality inpatient and outpatient coverage for treatment of mental health conditions or substance use disorders when needed?
- Easy-to-understand instructions to access treatment for mental health conditions or substance use disorders?
- Access to outpatient care and a broad range of services, settings, and providers?
- Effective prescription medication coverage for mental health conditions or substance use disorders at a cost that encourages their appropriate, regular use?
- Encouragement of mental health and stress management through a comprehensive wellness and health promotion program?
- Conflict resolution and management skills training for managers to reduce excessive workplace stress?
CHECKLIST: HEALTH CARE PLANS THAT SUPPORT MENTAL HEALTH

☑ Training on identifying job performance difficulties related to mental health conditions or substance use disorders?

☑ Tracking of disability claims for mental health conditions and substance use disorders and providing case management services to facilitate timely return to work?

☑ Compliance with the Mental Health Parity and Addiction Equity Act?

In addition to the Center for Workplace Mental Health's Working Well Toolkit (PDF), you can explore EARN's Workplace Mental Health Toolkit to find resources to support the mental health and well-being of all workers.

References


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