

Mental Health & the Workplace: Considerations in the Era of Covid-19

September 16, 2020



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Presentation Roadmap

1. Impacts of Covid-19 and workplace mental health
2. Addressing mental health in the workplace
3. Encouraging a positive workplace

Impacts of Covid-19 and Workplace Mental Health



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The Next Wave of the Pandemic - The Mental Health Pandemic

- Anxiety and depression
- Burnout
- Stress
- Uncertainty about the future

Mental Health and Covid-19

- Impact on employees and employers
- Challenges working from home
- Challenges working at the office
- Layoffs/the Infectious Disease Emergency Leave

Addressing Workplace Mental Health

- Accommodation
- Encouraging a Positive Workplace



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Accommodation - Human Rights Concerns

- Human rights concerns
- Accommodating to the point of undue hardship
- Proof of disability required?
- What to do once an employee discloses a mental health concern
- Repercussions of not accommodating

Accommodation - Ways to Accommodate Employees

- Working from home
- Infectious Disease Emergency Leave (IDEL)
- Human rights leave
- Flexible/modified hours

Encouraging a Positive Workplace - Working From Home



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Encouraging a Positive Workplace- Working From Home

- **Silent Zoom meetings**
- **Virtual team building**
- **Modified hours/flexible hours**
- **Check-ins**

Encouraging a Positive Workplace -

Working
at the
Office

Respect
social distancing.
Thank you.



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Encouraging a Positive Workplace- Working at the Office

- **Workspace accommodation**
- **Return to work plan**
- **Workplace safety policies**
- **Flexible hours/modified hours**

Encouraging a Positive Workplace- Employee Morale

- Give the option of working from home or at the office
- Be proactive
- Leaves
- Part time hours/flexible hours
- Show you're thankful
- Navigate salary reductions and staff morale
- Have open and frank discussions
- Model good habits

Encouraging a Positive Workplace- Employee Morale

- Have a designated person
- Educate your workforce
- Allow space for discussion
- Empower employees
- Offer supports
- Have a plan to set employees up for success



Takeaways

1. Impacts of Covid-19 and workplace mental health
2. Address mental health in the workplace by:
 - a. Accommodating
 - b. Encouraging a positive workplace

Questions?

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Thank You!