

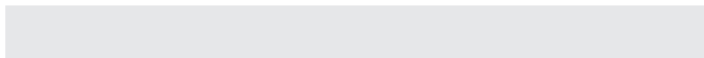
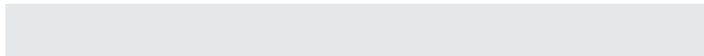
1. We look at how companies can best support individuals in the workplace who have mental health diagnoses or conditions.

2. We look at how companies can best support individuals in the workplace who have mental health diagnoses or conditions.

3. We look at how companies can best support individuals in the workplace who have mental health diagnoses or conditions.



[Redacted]	
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]



Reducing Stigma

Reducing stigma is a goal of many public health programs. Stigma is a negative attitude or feeling toward a person or group of people based on their physical appearance, race, ethnicity, religion, or other characteristics. Stigma can lead to discrimination and social exclusion, which can have serious consequences for the health and well-being of the affected individuals.

1. Pay attention to language.

Language plays a significant role in the development and perpetuation of stigma. Using stigmatizing language, such as "addict" or "junkie," can contribute to negative attitudes and feelings toward people with substance use disorders. Instead, using person-first language, such as "person with a substance use disorder," can help to reduce stigma and promote a more compassionate and understanding society.

2. Rethink "sick" days.

People with chronic health conditions often experience "sick" days, which are periods of increased symptoms or flare-ups. These days can be challenging and may require medical attention. However, it is important to recognize that these days are a normal part of living with a chronic condition and should not be stigmatized or viewed as a sign of weakness or lack of control.

3. Encourage open and honest conversations.

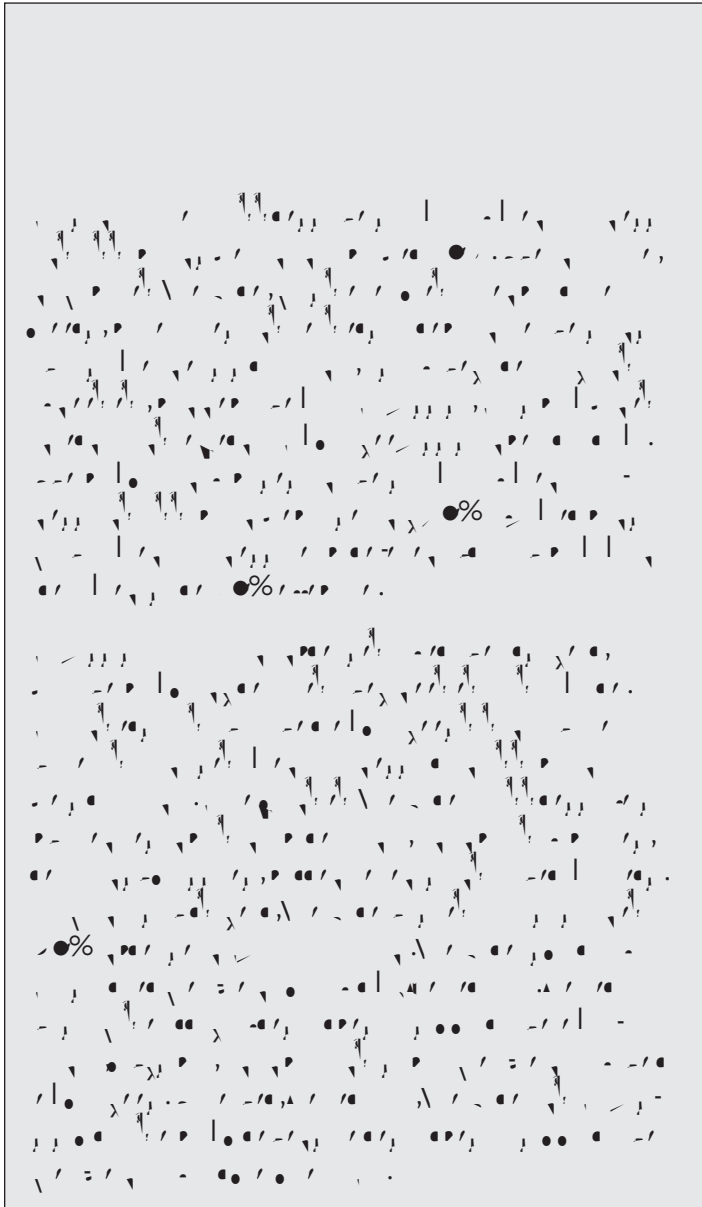
Open and honest conversations about mental health and substance use disorders can help to reduce stigma and promote understanding. Encourage people to share their experiences and feelings, and listen with empathy and without judgment. This can help to create a supportive and non-stigmatizing environment where people feel safe and comfortable seeking help.

4. Be proactive.

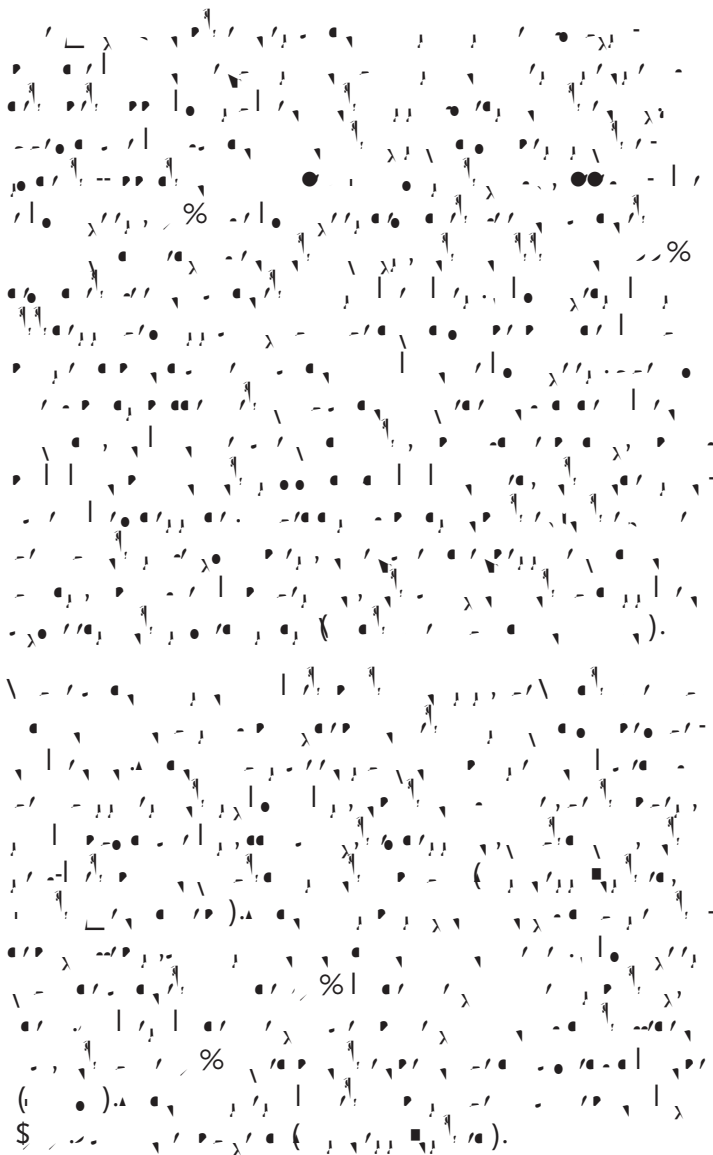
Being proactive in addressing stigma can help to prevent it from becoming a problem. This can include educating yourself and others about mental health and substance use disorders, challenging stigmatizing attitudes and behaviors, and supporting people who are affected by these conditions. Being proactive can help to create a more inclusive and supportive society.

5. Train people to notice and respond.

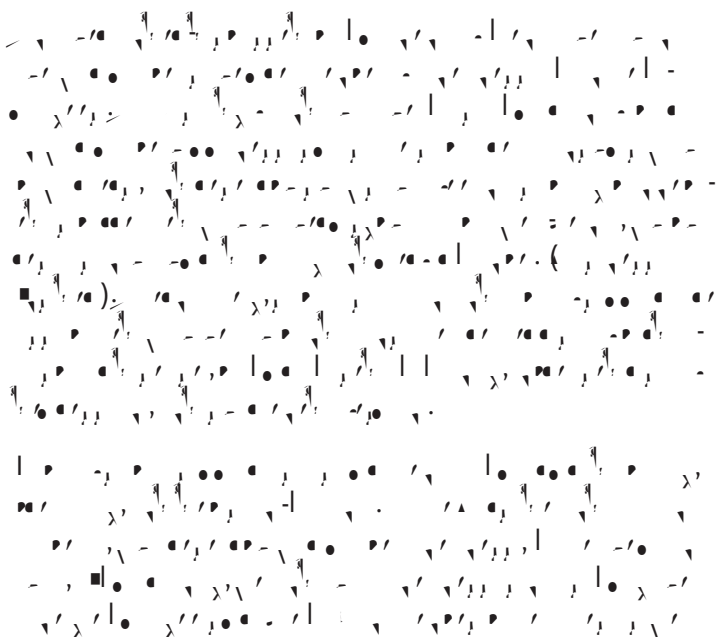
Training people to notice and respond to stigma can help to reduce its impact. This can include training healthcare providers, educators, and community members to recognize and address stigmatizing attitudes and behaviors. Training can help to create a more supportive and non-stigmatizing environment where people feel safe and comfortable seeking help.



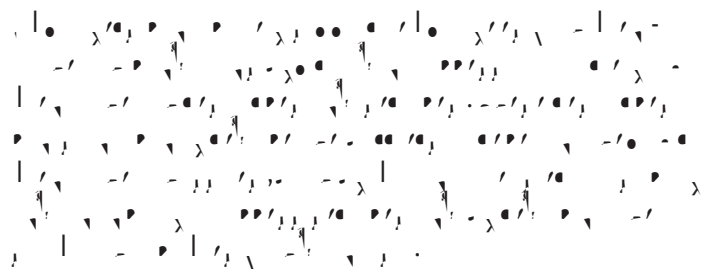
Burnout



Loneliness



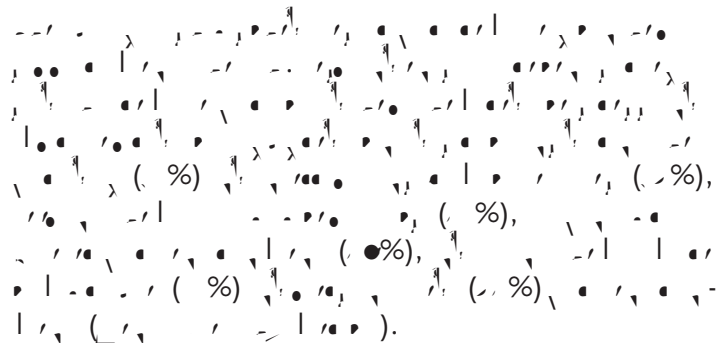
Supporting employees with mental health conditions



Employee Assistance Program (EAP):



Flexibility:



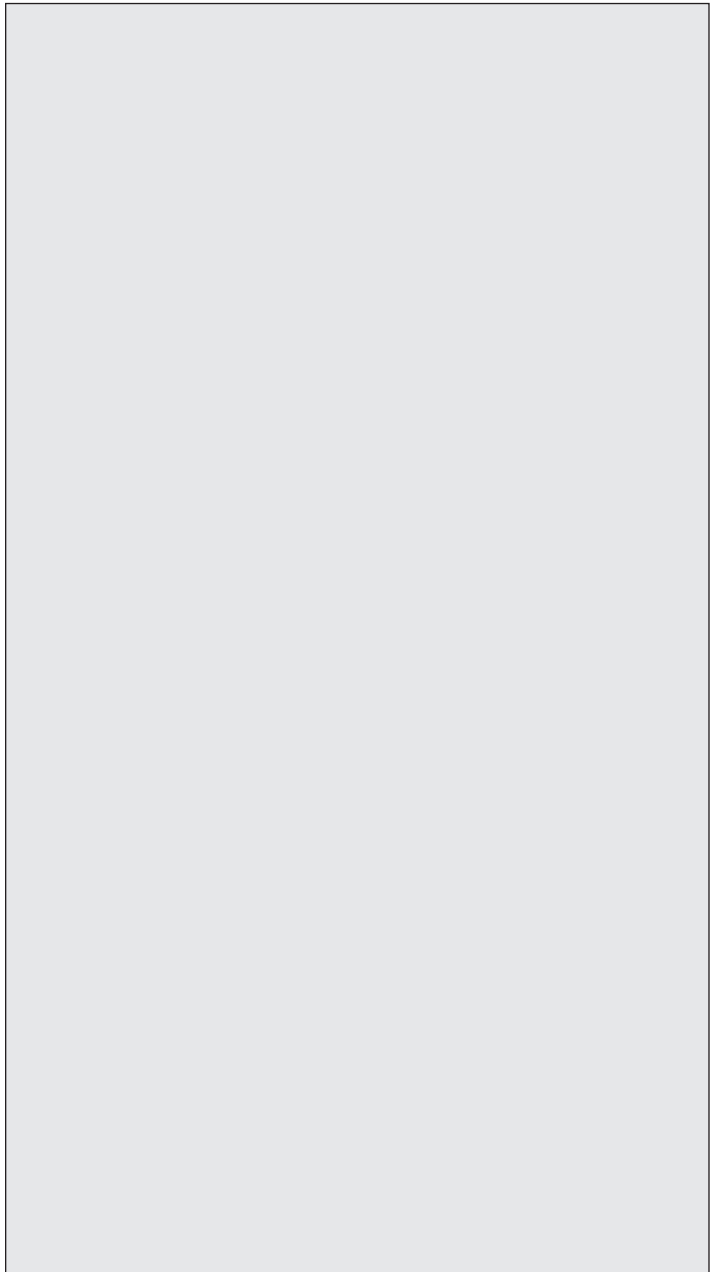
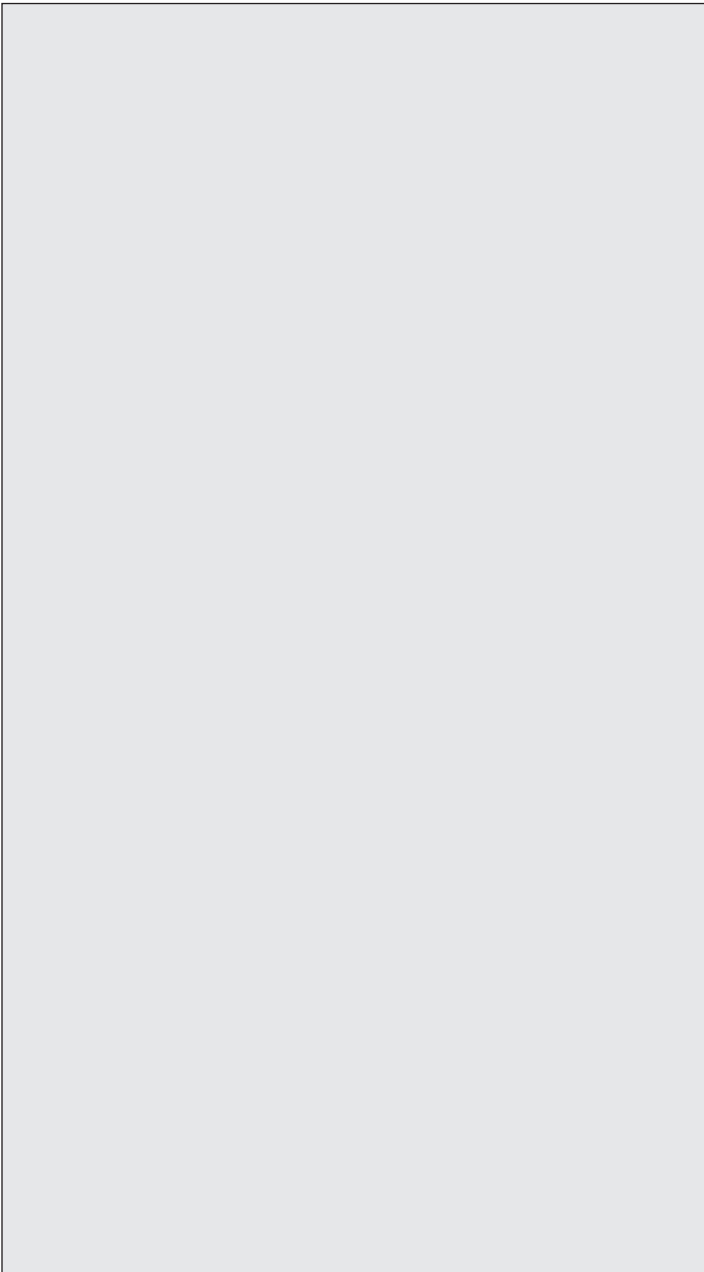
Employee Resource Group (ERG):



Musical notation for the first system, consisting of five staves with various notes and rests.

Vial :

Musical notation for the second system, consisting of five staves with various notes and rests, including some dynamic markings.



22 Stone Avenue
Chestnut Hill, MA 02467
Ph: (617) 552-2844
Fax: (617) 552-2859
<http://www.bc.edu/cwf>