STANDARDS FOR MENTAL HEALTH IN THE WORKPLACE

California has five voluntary standards that organizations may adopt to support the mental health of their employees. The standards can help organizations create policies and processes to address mental health in the workplace in ways that meet employee needs.

1 LEADERSHIP AND ORGANIZATIONAL COMMITMENT

Workplace mental health initiatives are driven by senior leaders and supported by organizational resources.

→ Empower leaders to prioritize and destigmatize mental health.

→ Build and dedicate resources towards an organization-wide strategy to prioritize mental health.

2 POSITIVE WORKPLACE CULTURE AND CLIMATE

Practices that promote wellbeing and prioritize mental health are embedded into everyday aspects of the work culture.

→ Cultivate workplace practices and norms that support a psychologically healthy workplace.

→ Create a culture that rejects stigma and openly communicates about and recognizes mental health challenges.

3 ACCESS TO SERVICES

Employees have access to mental health support and care and know how to navigate these services.

→ Deploy tools that can identify potential employee mental health challenges and enable early intervention.

→ Offer virtual mental health services as part of benefits packages to provide employees with increased flexibility.

→ Use EAPs to provide employees with a "one-stop shop" to access a variety of services and resources.

→ Tailor services and resources towards employees' unique backgrounds and roles, with a focus on equity.

→ Communicate to employees about the services and benefits available to them.

→ Strive for parity in coverage across mental and physical health.

4 CRISIS PREPARATION, RESPONSE, AND RECOVERY

Organizations are prepared to respond to workplace crises and support employees in high-need circumstances.

→ Use both individual-level and organization-wide strategies.

5 MEASUREMENT, EVALUATION, AND CONTINUOUS QUALITY IMPROVEMENT

Organizations measure, track progress, and make changes based on performance metrics related to workplace mental health.

→ Identify and track key performance metrics to monitor progress and inform data-driven decision-making.

→ Practice continuous quality improvement to assure sustained impact over time.

Visit mhsoac.ca.gov/initiatives/workplace-mental-health/ for more information on the standards.

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