MENTAL HEALTH STIGMA

In the video, Dave gets a lesson in spotting the early warning signs, such as noticing changes in his team's usual behaviour. He begins to understand how the workplace culture may be reinforcing negative attitudes about mental health, and how to fix it.

Accordingly to Heads Up, it's estimated that at any point in time one in five working age people will likely experience a mental health condition*. Use this checklist to assist in identifying and responding to mental health stigma in your workplace.

*See headsup.org.au

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Rate Your Workplace – Mental Health Stigma Checklist

Areas of focus	Yes	No	Comment
Signs of workplace stigma			
People hold perceptions that a person is 'weak, not sick.'			
There's a belief that staff with a mental health condition are 'faking it'.			
There's a perception that those with a mental health condition are dangerous or a threat to others.			
Discriminating against staff with a mental health condition – i.e. restricted job/promotion opportunities.			
Staff publicly making jokes about mental health in the workplace.			
Mental health isn't incorporated into company OHS policies.			
Senior management is silent on mental health in the workplace, there's no communication that positive mental health is a priority.			
Addressing stigma: speaking with dignity and respect			
Do staff use respectful language when referring to mental health?			
For employees with a mental health condition, does the organisation emphasise their abilities, not any limitations?			
Does the workplace culture support calling out inappropriate behaviour?			
Are workers disrespected by comments, gestures or negative behaviours (hostility) based on a mental health condition?			
Do you use generic labels such as 'special' or 'the mentally ill'?			
Do you hear words like 'lunatic', 'crazy' or 'a bit slow' used in general conversation at work?			
Do staff talk behind a colleague's back (gossip) when a mental health condition is suspected?			

Areas of focus	Yes	No	Comment
Workplace culture & environment			
Are policies and procedures in place to manage and protect mental health of all staff?			
Is mental health a standard agenda item for OHS meetings?			
Does your organisation actively support creating a mentally healthy workplace? Do managers show it's OK to speak up?			
Are procedures in place to prevent fear of disclosure of a mental health condition?			
Have managers/supervisors been trained in having difficult conversations around mental wellbeing?			
Are psychological support services made available such as an employee assistance program?			

What are the priority areas we're going to work on?

Focus area & action plan	Review by
1.	
2.	
3.	

Completed by: **Date:**