

THE CANADIAN LIFE AND HEALTH INSURANCE INDUSTRY'S

GUIDING PRINCIPLES TO SUPPORT GOOD MENTAL HEALTH IN THE WORKPLACE

In order to demonstrate leadership to support good mental health in Canada, based on the nature of their business, CLHIA member companies commit to adopting a mental health strategy that incorporates the five principles that establish the benchmarks for best practices in the industry.

The five guiding principles that have been adopted by the CLHIA follow:

- I. To work to **improve knowledge and awareness** of the impact of mental health in the workplace.
- II. To encourage development and promotion of **best practices and programs for a mentally healthy workplace**.
- III. To **work collaboratively with stakeholders to reduce mental health related disabilities** through prevention, early detection and intervention and by supporting recovery and return to work.
- IV. To use **disability management practices that are fair and effective** in dealing with all disabilities including those involving mental health issues.
- V. To work to promote **products and services that address the needs and issues related to mental health**.

ILLUSTRATIONS SUPPORTING THESE GUIDING PRINCIPLES

Our member companies can fulfill these objectives in many ways including by:

Make Information Available

- making information about mental health available in one or more formats (brochures, websites, training sessions, programs, endorsing or disseminating CMHA or other recognized materials, supporting awareness campaigns, etc.) hence creating awareness to reduce the stigma of mental health concerns in the workplace.

