



Workplace Behavioral Health Inclusion Assessment Tool

This Checklist is designed to provide companies with a tool to initiate or enhance their Behavioral Health-friendly corporate practices.

The Behavioral Health Friendly Workplace:	Yes	No
• Welcomes <i>all</i> qualified job applicants; diversity is valued.		
• Includes health care that treats behavioral health illnesses with the same urgency as physical illnesses.		
• Has programs and practices that promote and support employee health-wellness and/or work-life balance.		
• Provides training to managers and front-line supervisors in behavioral health workplace issues, including identification of performance problems that may indicate worker distress and possible need for referral and evaluation.		
• Safeguards confidentiality of employee health information.		
• Provides an Employee Assistance Program or other appropriate referral resources to assist managers and employees.		
• Supports employees who seek treatment or who require hospitalization and disability leave, including planning for return to work.		
• Ensures "Exit with dignity" as a corporate priority, should it become essential for an employee to leave employment.		
• Provides all-employee communication regarding equal employment opportunity employment, the reasonable accommodations policy of the Americans with Disabilities Act, health and wellness programs, and similar topics that promote an accepting, anti-stigmatizing, anti-discrimination climate in the workplace		