



September 2019 Issue | Support and solutions for workplace issues. | [Subscribe](#) to this newsletter.



Behavioral Health Disability in the Workplace

**"Abled does not mean enabled. Disabled does not mean less abled."
– Khang Kijarro Nguyen, photographer/artist/performer**

Disability in the workplace is often thought of in terms of physical issues such as vision, hearing or movement. Behavioral health disabilities such as depression, anxiety and post-traumatic stress disorder are typically not immediately apparent, yet they are often more

common and more difficult to discuss. This can make it difficult to develop support systems to assist the employee, their co-workers and the overall workplace.

Can't Hear It Enough: Follow Company Policies

Behavioral health disabilities may cause unique issues in the workplace that may make you frustrated and upset. Instead of a wheelchair or other obvious clues that come with a physical disability, behavioral health disabilities may manifest as unexpected tearfulness, mood swings, attendance issues, or inability to concentrate. As a supervisor, always keep your composure and professionalism. Look to your company policies for guidance to address these issues, and be sure to use resources like your employee assistance program (EAP) and your own Human Resources department.

Consult with Human Resources

The emotions and behaviors that may come with a behavioral health disability can have you scratching your head in confusion. Ask your Human Resources professional for guidance and advice. Company cultures vary in policies such as how a conversation with the employee about their behavioral health should be done and who should be in on that conversation. Be prepared to say what you have seen and describe the impact it has on the workplace. Remember that you have your EAP as a consulting resource, too. An EAP risk management consultant can help you organize your thoughts and documentation and talk with you about the Formal Workplace Referral process.

Maintain Confidentiality

As with all employee matters, keep the right level of confidentiality. Coworkers may be puzzled or angry regarding the employee's behavior and inconsistency. If in your respectful inquiry with the employee, he or she tells you about a behavioral health condition they are being treated for and are requesting an accommodation in the workplace under the Americans with Disabilities Act (ADA), know how your workplace wants you to engage in the process. Also, be aware of confidentiality when discussing any disability and accommodations with others in the work group. It may be best to discuss with the employee what they prefer to be said if coworkers ask, "What's going on?"

Disability in the Workplace 1-2-3

1. Behavioral health disabilities are more common in the workplace these days and express themselves differently than physical disabilities.
2. Document what you see going on and use resources such as policy and procedures and consultations with HR and an EAP consultant to explore and address the situation.
3. A referral to the EAP can be part of a system of supports to help the employee and to limit the impact of a behavioral health disability in the workplace.

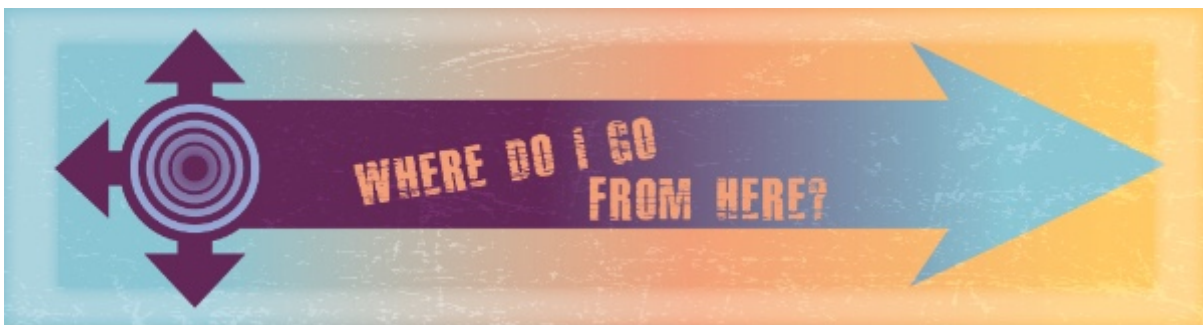
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We'd like to hear from you! [Submit a topic](#) that would benefit your team or a leadership topic you'd like to read about.



At First Sun, our risk management consultants regularly collaborate with human resources and management on ways to address challenging workplace issues like the following:

QUESTION:

I manage our Accounting Department. A new employee has told her supervisor that she has PTSD. She explains that it impairs her memory to the point that her team has to show her what to do each morning. They end up doing her job. They're angry and she says they have no right to be. Where do I go from here?

ANSWER:

Employee reports of personal behavioral health concerns that impact work are on the rise. Consult with HR and your company policies for the guidance they provide. If your policies don't give you guidance, trends suggest you need to remedy that. If an employee is reporting a medical condition that is interfering with work, it is likely that you need to begin an interactive process to determine whether there is a call for reasonable accommodation. First Sun EAP has counselors with clinical interests in working with the emotional, psychological and social aspects of disabilities. Counseling can complement other treatment the employee is receiving. Call First Sun EAP and consult with a Risk Management Consultant about ways the EAP can help you and the employee.



FEATURED SERVICE

Educational Materials for your Employees

Downloading and distributing these materials is an easy way to keep your employees informed and more likely to use their EAP benefit!

Get your point across. Communicate effectively.

[Poster](#) | [Slide](#)



Employee Orientation Video

Enlist the help of this brief video to get employees oriented with their EAP program.

Upcoming Events and OPPORTUNITIES



[Read more.](#)

First Time Leader Series

Series II: Toolkit

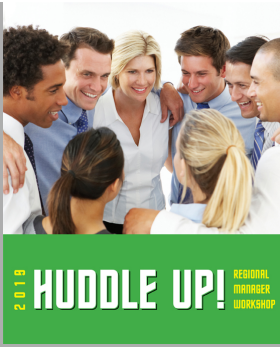
Add the leadership skills you need to be a better leader

- Build trust with individuals and your team.
- Learn prevention and management techniques for unprofessional behavior, disrespect, gossip and manipulation.
- Create an environment where individuals are challenged to learn, grow and contribute.

If you or someone you supervise is in charge of improving productivity, morale and workplace culture, [sign up](#) today! Space is limited to 20 participants.

Groups & Individuals – Get Your Savings Code Here!

2019 Regional Manager Workshop

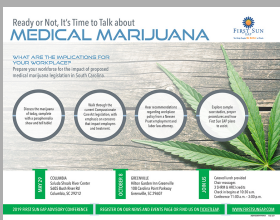


Huddle Up! Coaching Teams for Communication, Collaboration and Conflict Management

September 10 in Charleston • September 12 in Florence

[Register](#) | [Flyer](#)

Communication, collaboration and conflict are common roadblocks to healthy, functioning teams. In train-the-trainer style, workshop attendees will participate in a variety of team-building exercises that are designed to target these problem areas. Participants are encouraged to take the exercises back to their teams and utilize them in support of building a healthy team culture.



2019 Advisory Conference

Ready or Not, It's Time to Talk about Medical Marijuana

What are the implications for your workplace? Prepare your workforce for the impact of proposed medical marijuana legislation in South Carolina and learn how First Sun plans to assist.

October 8 in Greenville

[Register](#) | [Flyer](#)



Introducing Be Better NOW

The digital EAP platform to boost your organization's well-being initiatives

- Evidence-based tools created by experts
- Employees can identify issues and set goals for over 30 well-being goals, anywhere, any time
- Employees use CBT and self-directed learning tools and can call First Sun EAP for support
- Employers have seamless implementation and reports on engagement, ROI and key results

Learn how to increase the value of your EAP investment with [Be Better NOW](#).

[SET UP A SHORT DEMO](#)

FEATURED TRAINING: Work-life Balance

- How to recognize when life is unstable
- Activity for reviewing current life balance



- Maintain balance

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