

2.6 Mental Health Policy

Purpose

The purpose of this Mental Health Policy is to promote a supportive and mentally healthy work environment within Tasmanian Leaders (TL). This policy outlines our commitment to mental health awareness, prevention, and support for everyone who interacts with our organisation.

This policy applies to all individuals associated with Tasmanian Leaders, including employees, Board members, participants, volunteers, contractors, clients, partners, and any other stakeholders.

Policy

Tasmanian Leaders believes in the importance of understanding mental health issues, reducing stigma, and promoting early intervention for staff and participants. To achieve this, the following initiatives and processes are embedded in our organisation:

- Actively promote mental wellbeing by encouraging work-life balance and fostering a positive, supportive work culture.
- Identify and address workplace factors contributing to mental health challenges, implementing early intervention strategies as part of our risk management framework and psychosocial hazard policies.
- Create a safe and supportive environment by addressing bullying, harassment, and discrimination while making reasonable adjustments for employees and volunteers with mental health conditions.
- Provide access to confidential support services, including the Employee Assistance Program (EAP), with details provided during staff induction and recorded in the staff procedural book. This service may also be extended to others in our network at the CEO's discretion.
- Share mental health helpline information with participants in all major programs to ensure access to external support.
- Support employees and volunteers in their return to work following mental health-related leave, making reasonable and practical adjustments.
- Respect voluntary disclosure of mental health conditions by ensuring privacy, confidentiality, and a sensitive approach to handling disclosures.
- Lead by example by promoting mental health awareness, prioritising employee wellbeing, and actively supporting mental health initiatives.

Monitoring and Review:

This policy will be reviewed annually to ensure its effectiveness.

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Originally approved:	Unknown
Reviewed:	December 2024
Approved by:	Board of Directors
Policy Owner	Chief Executive Officer