MENTAL HEALTH

Actions in the workplace such as promotions, employee discipline or termination, should be based on job performance and not your mental health diagnosis

Mental health includes our emotional, psychological, and social well-being. According to Mental Health America (MHA), 19.86% of adults are experiencing a mental illness, which is equivalent to nearly 50 million Americans. Thanks in part to the recent pandemic, there has been an increase in people seeking help for mental health conditions such as anxiety and depression, which due to stigmas may have been kept secret in the past.

Discrimination and harassment based on a disability, including mental health, is prohibited under the Americans with Disabilities Act (ADA). Unlike many physical disabilities, mental disabilities may be subtle and not easily recognized. Harassment can include mocking behaviors, mimicking gestures, or name-calling using loaded words like crazy, psycho, and mental, among others. Discrimination may occur in ways such as being denied use of available sick time due to a mental health condition or medication side effects, or being demoted because of caring for a mentally disabled family member.

Mental health is important at every stage of life, from childhood through adulthood, and can determine how we handle stress and interact with others. Don't be afraid to seek help just as you would if you had cancer, heart disease, or diabetes:

www.nami.org/help
www.mentalhealth.gov/get-help
www.anthem.com/mental-health

"I knew well enough that one could fracture one's legs and arms and recover afterward, but I did not know that you could fracture the brain in your head and recover from that too." — Vincent van Gogh

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