



**CATHOLIC DISTRICT**  
SCHOOL BOARD OF  
**EASTERN ONTARIO**  
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# BOARD POLICY

<b>SECTION E</b>
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HUMAN RESOURCES  
Employee Mental Health & Well Being  
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## POLICY STATEMENT:

The Catholic District School Board of Eastern Ontario is committed to creating and maintaining a healthy workplace. The Board believes that the physical and mental health, well-being, and safety of employees are key aspects leading to organizational success and sustainability. It further recognizes that it is in the best interests of both its employees and the organization as a whole to promote and enhance working relationships consistent with the principles of mutual respect, confidentiality, and cooperation.

The Board is committed to:

- An *Employee Mental Health Committee*, made up of employee representatives who participate in the development, implementation and continual improvement of a healthy and safe work environment. Members of the *Employee Mental Health Committee* work collaboratively to create and sustain a psychologically healthy and safe environment. The mandate of the committee will be to identify common workplace stressors and suggest strategies that help to reduce exposure to stress.
- Increase awareness of mental health in all employees
- Provide assistance to those who experience work related stress (e.g. Employee Assistance Program, Attendance Support Program, Starling Program, workshops, etc.)
- Foster mental wellness dialogue and education, early intervention and support
- Work towards eliminating the stigma associated with mental health
- Promote a healthy work/life balance
- Apply and adhere to the principles of confidentiality in its interactions with staff

Date of Board Approval: April 1, 2014  
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