



Make a mental note

Help promote a
mentally healthy
workplace for all

Supporting workers who experience mental health-related stigma

Factsheet for managers and supervisors

Managers and supervisors can work with their organisation and team to create a mentally healthy workplace.¹

This will contribute to reducing and potentially preventing mental health-related stigma, while also promoting overall workplace health and wellbeing. When promoting a mentally healthy workplace, focus on promotion, protection, and support.

This includes improving workers' understanding of positive mental health, promoting positive mental health and wellbeing, fostering an anti-bullying culture and addressing risks to psychosocial wellbeing and supporting workers with experiences of mental health issues.

How you can support a worker

Undertake mental health training: Undertaking appropriate training is essential to supporting workers experiencing mental health-related stigma and discrimination. Incorporating mental health training into professional development processes will increase manager/supervisor knowledge and improve capability to mitigate the impacts of stigma.

Make reasonable adjustments: A worker distressed by experiences of mental health-related stigma may need reasonable adjustments to their work hours, role, duties and work environment. Common adjustments include flexible working hours, part-time work, remote working, workload and environment adjustments, leave to support recovery, professional training, or mentoring.

Communicate with empathy: Negative or judgmental language can sensationalise mental health issues and reinforce stigma. Become familiar with appropriate, respectful, and inclusive terminology. If you are worried about someone, check in with them and start a conversation. Listen openly to their story, without interruptions, then ask them how you can help. Ensure the person knows your privacy and confidentiality obligations. Offer information on where they can get further help.

Access internal supports: Health and Safety Representatives and Human Resources teams can assist in supporting workers' health and wellbeing.

What to do if you see an instance of stigma and/or discrimination

- Identify if the behaviour fits into the definition of discrimination or bullying. Follow appropriate policy, procedures and report the behaviour as required, e.g., to Human Resources or senior management.
- Communicate to the person engaging in the discriminatory behaviour that it is inappropriate and not tolerated in the workplace. Ask the person to stop their inappropriate behaviour and offer relevant training.
- Ask the person experiencing the discriminatory behaviour how you can support them. Provide resources and contacts for further support.
- If you have permission from the person experiencing the discriminatory behaviour, assist them to report the incident. Ensure that the person is aware of their and their employer's responsibilities to maintain confidentiality.
- Talk to senior managers and/or other representatives about having anti-stigma, discrimination and bullying policies, training, and other prevention activities in your workplace.

¹ For the full list of references used in this fact sheet, see the accompanying resource '[Supporting workers who experience mental health-related stigma](#)'

