

Presented by:

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Presentation Roadmap

- 1. Impacts of Covid-19 and workplace mental health
- 2. Addressing mental health in the workplace
- 3. Encouraging a positive workplace

Impacts of Covid-19 and Workplace Mental Health



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4

The Next Wave of the Pandemic - The Mental Health Pandemic

- Anxiety and depression
- Burnout
- Stress
- Uncertainty about the future

Mental Health and Covid-19

- Impact on employees and employers
- Challenges working from home
- Challenges working at the office
- Layoffs/the Infectious Disease Emergency Leave

Addressing Workplace Mental Health

- Accommodation
- Encouraging a Positive Workplace



Accommodation - Human Rights Concerns

- Human rights concerns
- Accommodating to the point of undue hardship
- Proof of disability required?
- What to do once an employee discloses a mental health concern
- Repercussions of not accommodating

Accomodation - Ways to Accommodate Employees

- Working from home
- Infectious Disease Emergency Leave (IDEL)
- Human rights leave
- Flexible/modified hours



Encouraging a Positive Workplace-Working From Home

- Silent Zoom meetings
- Virtual team building
- Modified hours/flexible hours
- Check-ins

Encouraging a Positive Workplace -

Working at the Office

Respect social distancing. Thank you.

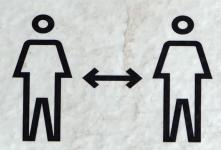


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Encouraging a Positive Workplace-Working at the Office

- Workspace accommodation
- Return to work plan
- Workplace safety policies
- Flexible hours/modified hours

Encouraging a Positive Workplace-Employee Morale

- Give the option of working from home or at the office
- Be proactive
- Leaves
- Part time hours/flexible hours
- Show you're thankful
- Navigate salary reductions and staff morale
- Have open and frank discussions
- Model good habits

Encouraging a Positive Workplace-Employee Morale

- Have a designated person
- Educate your workforce
- Allow space for discussion
- Empower employees
- Offer supports
- Have a plan to set employees up for success



Takeaways

- 1. Impacts of Covid-19 and workplace mental health
- 2. Address mental health in the workplace by:
 - a. Accommodating
 - b. Encouraging a positive workplace

Questions?

To learn more about our team: https://springlaw.ca/team/

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