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## Designing an Effective Mental Health Initiative

Before considering any new partnerships or implementing new initiatives to support mental well-being at your organization, you should look at the benefits you offer to ensure they support mental health.

### BEGIN BY ASKING THE FOLLOWING QUESTIONS:

- + Do they cover mental health services at no or low cost to the employee?
- + How easy is it for employees to access these benefits?
- + Can you eliminate or reduce mental health copays or deductibles?
- + Do you have an EAP? What are their points of access, network availability, follow-up, etc.?
  - Can you enhance/increase the EAP benefits?
  - Can these services support all employees' various needs effectively?
  - Can the EAP also promote your other benefit solutions when appropriate?
- + Do you have virtual solutions as well as in person options?
- + Do you have a policy regarding workplace bullying or flexible schedules?
- + Do you have a paid time off policy that includes mental health days?
- + Do your sick leave and remote work policies support employees' mental wellbeing?