**Question:**
Our Disability network is looking to address mental illness in the workplace – we are looking for some resources that could provide educational material/sessions to increase awareness, dispel stereotypes, reduce stigma and address proper etiquette. Have any of you done similar programs for your employees and who have you worked with? Any lessons learned would be appreciated.

*Barbara Wankoff, KPMG, 1/16/2013*

<table>
<thead>
<tr>
<th>COMPANY &amp; CONTACT NAME</th>
<th>COMMENTS</th>
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<tbody>
<tr>
<td>Bristol-Myers Squibb</td>
<td>See program examples below.</td>
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<tr>
<td>Linda Konrad</td>
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<td>EMC</td>
<td>Behavioral Health Benefits umbrella, the EMC program provides:</td>
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<tr>
<td>Evan Walker/Lauri Tenney</td>
<td><strong>EAP (Employee Assistance Plan) Benefits</strong></td>
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<td></td>
<td>Available to all employees and members of their household.</td>
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<td></td>
<td><strong>Mental Health/Substance Abuse Benefits</strong></td>
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<tr>
<td></td>
<td>Available to the employees and their eligible dependents who are enrolled in an EMC medical plan.</td>
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<td>Behavioral Health Benefits: This program provides both Employee Assistance Program (EAP) services and Managed Mental Health/Substance Abuse benefits. The Program provides confidential consultation for a wide range of problems including marital and family issues, financial and legal matters, etc. EAP gives our employees 24/7 confidential phone access to master’s-level counselors who provide support on many personal and/or work concerns. The program can help them deal with stress, family conflict, workplace issues, and many other matters. Five in-person sessions are available per covered member, per issue, per year. (Note: there is no out-of-network coverage for EAP Benefits). In addition, the EAP offers Legal Assistance and Financial Services.</td>
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<td>• <strong>Legal Assistance:</strong> Free 30-minute telephone or in-person consultations with a network attorney, plus discounts for ongoing services.</td>
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<td>• <strong>Financial Services:</strong> Free, unlimited phone consultations with credentialed financial counselors for assistance with budgeting, debt management, retirement planning, and other financial concerns. In addition, you are provided with local referrals to financial professionals and planning resources for complex financial matters.</td>
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<td><strong>Online Services</strong>—Our Employees also have free access any time to <a href="http://www.liveandworkwell.com">www.liveandworkwell.com</a> (enter “emc” for access), an online resource that allows you to explore work and wellness information that may help you with</td>
</tr>
</tbody>
</table>
work and life challenges. The Live and Work Well website provides you with wellness articles, self-assessment tests, health tools, calculators, preventive health programs, expert chats, legal and financial information, and more. For more information please view the link below.

https://www.liveandworkwell.com/public/content/mental_health.asp

**Mental Health/Substance Abuse Benefits**—Mental Health/Substance Abuse benefits are available to regular EMC employees and their dependents who are enrolled in an EMC medical plan. Benefits include in-network and out-of-network coverage as well as inpatient and out-patient coverage, as detailed in the following charts.

Under EMC’s Behavioral Health Plan, a broad range of concerns may be addressed including stress, workplace issues, coping with change, anxiety, marital problems, family conflict, depression, substance abuse issues, legal/financial concerns, and more. Your participation is strictly confidential.

**Prudential**
**Ken Dolan-Delvecchio**

- Our EAP team has delivered numerous programs on behavioral health topics.
- We offer them under titles such as "What everyone should know about depression/anxiety/substance abuse/addiction/eating disorders" because this language makes it clear that participation in the program does not suggest that one suffers from the condition.
- It is helpful when offering via webinar to use a platform such as emeeting that allows participants to sign in anonymously.
- We have also offered programs for leaders under the title "Hidden Disabilities."
- Much of our training for leaders/managers emphasizes the importance of managing all aspects of performance, including non-technical interpersonal performance, and reminding employees of their EAP benefit when delivering performance counseling.
- We emphasize that safe, civil, collaborative, and respectful behavior is everyone's first performance expectation and that all managers of people must attend to this expectation in addition to task and technical performance expectations.
- Health and Wellness also offers awareness training for leaders on ADA, accommodations, and return to work support that includes content on behavioral health concerns.

**Additional Resources:**
- Partnership for Workplace Mental Health: [Employer Case Examples](https://www.partnership-wmhc.org/case-studies)
- DiversityInc: [How to Create a Mental-Health-Friendly Workplace](https://www.diversityinc.com/index.cfm?fa=content.cer&area=articles&article=1219)
Bristol-Myers Squibb Examples:

“In Our Own Voice” - Coping with Mental Illness and Reclaiming Lives

Personal stories from people living with and overcoming the challenges of mental illness.

Presented by NAMI (The National Alliance on Mental Illness)

Friday, October 19. Starting at Noon

Seminar Room E1.300

Lawrenceville, New Jersey

Caring for Someone With Alzheimer’s Disease

Jill DeSimone, Senior Vice President, Oncology
Sara Stults, Group Director, USP Law & Promotion Compliance

Wednesday, April 21, noon – 1 p.m. Multipurpose Room & BMS-TV
Boxed Lunch Provided at 11:30 a.m. in Plainsboro

Are you struggling to manage care & safety for a loved one with Alzheimer’s or dementia?

Do you, or someone you know, care for someone with Alzheimer’s?

Are your caregiver responsibilities for someone with Alzheimer’s stressing you?

Do you want to learn about the experience of caring for someone with Alzheimer’s disease?

Listen to others share their experiences, learn about the assistance and resources available to employees and learn ways to take better care of yourself as caregiver.