

## **Suicide Prevention Toolkit: Resources to Engage Workplaces**

*Windsor-Essex County Health Unit &  
Canadian Mental Health Association –  
Windsor-Essex County Branch*

If you, or someone you know, is experiencing a mental health crisis, please contact the local crisis line at 519-973-4435, 911, or go to your closest local emergency department.

**YOU  
ARE  
NOT  
ALONE**

**SUICIDE  
PREVENTION**  
5 Year  
Anniversary

## Workplace Mental Health Promotion & Suicide Prevention – How Can Workplaces Become Engaged?

A key component to preventing suicide in the workplace and promoting mental health at work is to adopt a health promotion approach that uses a comprehensive model. Comprehensive models must have multiple avenues of influence and integrate a combination of approaches to impact and reach employees at various stages of readiness, including awareness-raising, education and skill-building, environmental supports, and policy development. This section includes a variety of resources and tools to help support workplaces in developing and implementing mental health promotion and suicide prevention initiatives and activities at work across each stage of readiness and with consideration to the new COVID-19 context.

The [Mental Health Promotion in Windsor-Essex County](#) framework document by the Windsor-Essex County Health Unit (WECHU) and Canadian Mental Health Association – Windsor-Essex County Branch (CMHA-WECEB) also identifies several factors that contribute to positive mental health and prevent mental health issues at the individual, family, community, and societal levels. Factors that influence positive mental health include, but are not limited to, the following:

- Emotional, Psychological, and Social Health
- Physical Activity
- Healthy Eating & Nutrition
- Substance Use
- Family Relationships & Home Life
- Financial Health & Wellness
- Stigma, Bullying, & Discrimination

A comprehensive health promotion approach for mental health and suicide prevention at work will take into account the protective factors for maintaining positive mental health and well-being. A variety of resources are included below to help support local workplaces looking to develop and implement activities to promote mental health and prevent suicide using various components of WECHU and CMHA-WECEB's Mental Health Promotion Framework, including awareness raising activities, education and skill building, environmental supports, and policy development.

## Workplace Suicide Prevention & Mental Health Promotion – Awareness Raising Activities

\*Distribute credible information and resources to employees that promote and support positive mental health and prevent suicide. These resources can be printed, downloaded, and shared with employees via your workplace’s intranet or email system, or posted around the workplace.

### Suicide Prevention Resources for the Workplace

- Public Health Agency of Canada
  - [Suicide in Canada Infographic](#)
  - [Suicide in Canada: Key Statistics Infographic](#)
- Mental Health Commission of Canada & the Canadian Association for Suicide Prevention
  - [Bullying & Suicide](#)
  - [Injury Prevention & Suicide](#)
- Centre for Suicide Prevention
  - [Suicide Myths & Facts Video](#)
  - [Language and Suicide Information Sheet](#)
  - [How Prevalent is Suicide? Video](#)
  - [Why is Suicide Prevention Education Important? Video](#)
  - [Trauma-Informed Care and Suicide Fact Sheet](#)
  - [Help Save a Life Brochure](#)
- World Health Organization: [Suicide Facts and Figures Infographic](#)
- National Suicide Prevention Lifeline – [Recommendations for Reporting on Suicide Pamphlet](#)
- CMHA
  - [Preventing Suicide](#)

### Mental Health Promotion Resources for the Workplace

#### *Emotional, Psychological, and Social Health*

- Centre for Addictions & Mental Health – [Mental Health and the COVID-19 Pandemic](#)
- Ministry of Health & Long-Term Care – [COVID-19 Fact Sheet – Resources for Ontarians Experiencing Mental Health and Addictions Issues During the Pandemic](#)
- Canadian Mental Health Association – Windsor-Essex County Branch
  - [Getting Help](#)
  - [Mental Health for Life](#)
  - [Mental Illnesses](#)
  - [Mental Illness in the Workplace](#)
  - [Myths about Mental Illness](#)
  - [Stress](#)
- Canadian Centre for Occupational Health & Safety – Healthy Minds at Work
  - [Mental Health in the Canadian Workplace](#)
  - [Mental Health: 10 Healthy Habits Fitness Card](#)
  - [Workplace Stress](#)
- Canada Safety Council: [Mental Health and the Workplace](#)
- Workplace Strategies for Mental Health
  - [Working Through It Videos](#)
  - [Plan for Resilience – Workplace Edition](#)
  - [Mental Health Awareness Email Series](#) – Weekly emails with videos and practical information that can help you better understand the experience of mental health issues at work
- [Bell Let’s Talk Campaign – Posters, Logos, Brochures, Stickers, & Pamphlets](#)
- Workplace Safety & Prevention Services – [Mental Health in the Workplace Infographic](#)

#### *Physical Activity*

- [24-Hour Movement & Activity Guidelines](#)
- [Canadian Sedentary Behaviour Guidelines](#)

- [Suicide Education, Awareness and Prevention](#)

- [City of Windsor Parks, Trails, and Recreation Maps](#)
- [County Wide Active Transportation Route Maps](#)
- Canadian Centre for Occupational Health & Safety – [Stretching at the Work Station](#)
- Occupational Health Clinics for Ontario Workers – [Exercises at Your Workstation](#)
- ParticipACTION
  - [No Gym? No Park? No Problem! – Physical Activity Resource Guide](#)

***Healthy Eating & Nutrition***

- Unlock Food
  - [Healthy Habits to Cope with Stress](#)
  - [Nutrition and Its Influence on Mental Health](#)
  - [When Eating and Weight are Concerns: A Glimpse at Eating Disorders](#)
  - [Fact Sheets on Healthy Eating](#)
- Canada's Food Guide
  - [Healthy Eating at Work](#)
  - [Healthy Eating Recommendations](#)
  - [Healthy Recipes](#)
  - [Eat Well Live Well Poster](#)

***Healthy Family Relationships & Home Life***

- Centre for Research & Education on Violence Against Women & Children
  - [Stress, Interpersonal Violence, and COVID-19](#)
  - [Domestic Violence: Warning Signs for the Workplace](#)
  - [Did You Know Abuse Comes in Many Forms?](#)
- Public Health Agency of Canada:
  - [Learn About Family Violence: Fact Sheets & Resources](#)
  - [Promoting Safe Relationships](#)
- Canadian Mental Health Association (National) – [Work-Life Balance](#)
- Canadian Centre for Occupational Health & Safety
  - [Violence in the Workplace – Domestic Violence Fact Sheet](#)
  - [Work-Life Balance Fact Sheet](#)
  - [Work-Life Balance Infographic](#)

### ***Financial Health & Wellness***

- Mental Health Commission of Canada: [Managing COVID-19 Financial Stress](#)
- Financial Fitness Windsor
  - [COVID-19 Financial and General Information Sheet](#)
  - [Financial Tips During COVID-19](#)
  - [Emergency Budget Planning](#)
- Prosper Canada – [Financial Relief Navigator](#)
- Public Health Agency of Canada: [COVID-19: Managing Financial Health in Challenging Times](#)
- Financial Consumer Agency of Canada – [COVID-19 Resources & Tips](#)

### ***Substance Use***

- Windsor-Essex Opioid & Substance Use Strategy (WECOSS)- [Resources for People Who Use Substances](#)
- Canadian Centre on Substance Use and Addiction
  - [COVID-19, Alcohol, and Cannabis Use](#)
  - [Coping with Stress, Anxiety, and Substance Use During COVID-19](#)
- Public Health Agency of Canada: [Impairment and Cannabis in the Workplace](#)
- Albert Health Services: [Is Drinking, Using Drugs, or Gambling Affecting My Work?](#)
- Centre for Addiction & Mental Health - [Addiction: An Information Guide](#)
- [Arrive Alive](#) – Order print resources for the workplace
- Centre for Occupational Health & Safety
  - [Impairment at Work](#) Fact Sheet
  - [Cannabis and Impairment in the Workplace Poster](#)
- [WECHU: Workplace Wellness Resources on Cannabis](#)

### ***Stigma, Discrimination, Violence, & Harassment***

- Canadian Centre for Occupational Health & Safety
  - [Preventing COVID-19 Stigma](#)
  - [Respect – Everyone Deserves It](#)
  - [Bullying Is Not Part of the Job](#)
  - [Bullying in the Workplace](#)
  - [Violence in the Workplace](#)
  - [Internet Harassment or Cyberbullying](#)
  - [Violence in the Workplace – Warning Signs](#)
  - [Bullying and Harassment in the Workplace Infographic](#)
- Public Services Health & Safety Association – [Workplace Bullying](#)

- Mental Health Commission of Canada
  - [Stigma: The Facts](#)
  - [Language Matters](#)
- Morneau Shepell: [Removing Stigma – 5 Rs of Workplace Mental Health](#)
- Centre for Addiction & Mental Health
  - [Mental Health, Stigma, and the Workplace](#)
  - [COVID-19 Stigma and Prejudice](#)
- World Health Organization – [Social Stigma Associated with COVID-19](#)

***Workplace Suicide Prevention and Mental Health Promotion – Education & Skill-Building***

*Provide educational opportunities for employees to learn more about maintaining positive mental health, building personal skill-sets that contribute to overall well-being, and preventing suicide.*

***Suicide Prevention Resources for the Workplace***

- Offer a webinar, e-course, Lunch & Learn, workshop, or training on suicide prevention in the workplace:
  - Mental Health Commission of Canada: [Suicide Prevention in the Workplace Webinar](#)
  - Centre for Suicide Prevention
    - [Self-Harm and Suicide Webinar](#)
    - [Anxiety Disorders, Depression, and Suicide Webinar](#)
  - ASIST, Suicide to Hope, safeTALK (CMHA-WECB). For more information, visit CMHA-WECB’s [Suicide Education Programs webpage](#).

***Mental Health Promotion Resources for the Workplace***

***Emotional, Psychological, and Social Health***

- Offer a webinar, e-course, Lunch & Learn, workshop, or training on mental health in the workplace:
  - [Mental Health First Aid](#)
  - WECHU (Healthy at Work Webinar): [Mental Health: You Are Not Alone](#)
  - Canadian Centre for Occupational Health & Safety – Healthy Minds at Work E-Courses
    - [Mental Health: Signs, Symptoms, and Solutions](#)
    - [Mental Health: Awareness](#)
    - [Mental Health: Health and Wellness Strategies](#)
    - [Mental Health: Communications Strategies](#)
    - [Stress in the Workplace](#)
  - Mental Health Commission of Canada & Mindful Employer Canada: [Being a Mindful Employee: An Orientation to Psychological Health and Safety in the Workplace \(E-Course\)](#)
  - Workplace Strategies for Mental Health – [Psychologically Safe Interactions Workshop](#) (all resources provided)
  - [Canadian Mental Health Association – Windsor-Essex County Branch](#) – Please visit CMHA-WECB’s website for full listing of workplace mental workshop offerings.
    - Awareness of Mental Health in the Workplace Workshop
    - How to Beat Workplace Stress: From Burnout to Balance Workshop

- Safe @ Work: Psychological Health & Safety
- Managing Change: Surviving and Thriving Workshop
- The Business of Grief Workshop
- [Centre for Addiction & Mental Health Workplace Mental Health Workshops](#)
  - Essentials of Workplace Mental Health Workshop
  - Mental Health in the Workplace for Employees
  - Personal Resilience in the Workplace
- Provide resources, materials, and tools that facilitate skill-building
  - Workplace Strategies for Mental Health
    - [Building Resilience Exercises & Activities](#) (e.g., building emotional vocabulary, four-stage breathing, taming self-talk)
    - [Interacting with Others Exercises & Activities](#) (e.g., matching intent and behaviour, interpreting negative feedback accurately)
    - [Communicating More Effectively](#) (e.g., sending assertive body signals, communicating without judgement)
    - [Exercises for Stress Reduction & Deep Relaxation](#)
    - [Colouring Pages to Promote Wellness, Calmness, and Mindfulness](#)
  - The Working Mind: [COVID-19 Self-Care and Resilience Guide](#)
  - [Bell Let's Talk – Conversation Guide](#) – Supports people in leading discussions about mental health or talking with someone you may be concerned about

***Physical Activity***

- Host a webinar, e-course, Lunch & Learn, or training on physical activity in the workplace:
  - WECHU (Healthy at Work Webinar)
    - [Cycling for Fun, Health, & Profit](#)
    - [Getting Started on Your Personal Exercise Journey](#)
  - Canadian Society for Exercise Physiology: [Canadian Physical Activity Guidelines Webinar for Individuals and Families](#)
  - Working Well
    - [Virtual Stretch Breaks & Yoga Classes](#) (Webinar)
    - [Desk Stretches Lunch & Learn](#)
    - [Mindfulness Lunch & Learn](#)
- Provide resources, materials, activities, and tools that facilitate skill-building
  - ParticipACTION
    - [Routine Kick-Starter Workout](#)
    - [Live Fitness Breaks](#) – 12:00 p.m. each day on their Facebook page

- Headspace: [Meditation for Work](#)
- [Workplace Strategies for Mental Health – Take Your Break \(Energizing Activities\)](#)

***Healthy Eating & Nutrition***

- Host a webinar, e-course, training, or Lunch & Learn on healthy eating and nutrition in the workplace:
  - WECHU (Healthy at Work Webinar)
    - [Take the Fight Out of Food](#)
    - [Curb Your Stress, Eat Well](#)
    - [Eating Well for a Healthy Gut](#)
  - Working Well
    - [Healthy Eating on a Budget](#) (Webinar)
    - [Healthy Eating – Lunch & Learn](#)
  - Ontario Public Health Association – [Healthy Eating at Work Webinar](#)

***Family Relationships & Home Life***

- Host a webinar, e-course, workshop, Lunch & Learn, or training on domestic violence in the workplace
  - Centre for Research & Education on Violence Against Women & Children
    - [Domestic Violence in the Workplace Online Training Series](#)
    - [Domestic Violence in the Workplace: Organizational Readiness Training](#) (2-day training; \$400 per person)
    - [Domestic Violence in the Workplace: Basic Education](#) (1-hour training; free)
    - [Domestic Violence in the Workplace Webinars](#)
  - Canadian Centre for Occupational Health & Safety – Domestic Violence in the Workplace
- Host a webinar, e-course, workshop, Lunch & Learn, or training on work-life balance
  - [Canadian Mental Health Association – Windsor-Essex County Branch](#) – Work-Life Balance Workshop
- Provide resources, materials, and tools:
  - Centre for Research & Education on Violence Against Women & Children – [Individualized Safety Plan Template](#)

***Financial Health & Wellness***



- Host a webinar, e-course, workshop, Lunch & Learn, or training on financial health and wellness
  - Family Services Windsor-Essex (Healthy at Work Webinar) – [How to Be Financially Fit in 2020 and Beyond](#)
  - Prosper Canada – [Financial Literacy Training for Frontline Staff](#)
- Provide resources, materials, or tools that facilitate skill-building
  - Financial Fitness Windsor
    - [Budget Planning Template](#)
    - [Spending and Shopping Tips](#)
    - [Weekly Menu Plan](#)
    - [Financial Record Organization](#)
  - Prosper Canada – [Financial Relief Navigator](#)

***Substance Use***

- Host a webinar, e-course, workshop, Lunch & Learn, or training on substance use in the workplace
  - Workplace Strategies for Mental Health: [Substance Use and the Workplace – Understanding Impairment](#)
  - WECHU (Healthy at Work Webinar): [Cannabis Getting Out of the Weeds – Your Questions Answered Webinar](#)
  - Centre for Occupational Health & Safety – [Impairment: What Workers Need to Know](#) (E-Course; 49\$ per person)

***Stigma, Discrimination, Violence, & Harassment***

- Offer a Lunch & Learn, webinar, e-course, workshop, or training on anti-violence in the workplace:
  - Canadian Centre for Occupational Health & Safety in the Workplace – E-Courses & Podcasts
    - [Bullying in the Workplace](#)
    - [Violence in the Workplace: Awareness](#)
    - [Harassment in the Workplace](#)
  - Workplace Strategies for Mental Health – [Video Series on Stigma and Mental in the Workplace](#)

## Workplace Suicide Prevention & Mental Health Promotion – Environmental Supports

Provide supports in the workplace environment that support and promote mental health and prevent suicide.

### Suicide Prevention Resources

- Provide training, education, and assessment tools to managers and leadership to help prevent suicide in the workplace and to support employees who are bereaved
  - ASSIST, Suicide to Hope, safeTALK training (CMHA-WECB). For more information, visit CMHA-WECB's [Suicide Education Programs webpage](#).
  - The Irish Hospice Foundation – [Breaking the Silence in the Workplace – A Guide for Employers on Responding to Suicide in the Workplace](#)
  - National Alliance for Suicide Prevention – [A Manager's Guide to Suicide Postvention in the Workplace – 10 Actions Steps for Dealing with the Aftermath of a Suicide](#)

### Mental Health Promotion Resources

#### Emotional, Psychological, and Social Health

- Provide training, education, and assessment tools to managers and leadership to help support and promote the mental health of employees
  - Workplace Strategies for Mental Health
    - [Building Stronger Teams Workbook](#)
    - [Psychologically Safe Leader Assessment](#)
    - [20 Questions for Leaders About Workplace Psychological Health & Safety](#) – Assessing and implementing changes in the workplace
    - Mood Disorder Society of Canada – [Workplace Stress Auditing](#) – Stress auditing and implanting change
    - [Managing Mental Health Matters](#) – Video-based training to effectively recognize and manage mental health-related issues, including accommodation, return to work, performance, and conflict
  - Centre for Occupational Health & Safety – Healthy Minds At Work
    - [Assembling the Pieces Toolkit](#) – Supports organizations in implementing the National Standard for Psychological Health & Safety in the Workplace
  - Workplace Safety & Prevention Services
    - [Workplace Mental Health: How Managers Should Respond Training](#)
  - Centre for Addiction & Mental Health
    - [Managing Mental Health in the Workplace for Leaders](#) (Workshop)
  - Canadian Mental Health Association (Ontario) & Mental Health Works – [Mental Health in the Workplace – An Accommodation Guide for Managers and Staff](#)
  - Mental Health Commission of Canada & Centre for Applied Research in Mental Health and Addictions – [Psychological Health & Safety \(An Action Guide for Employers\)](#)
- Offer counselling through an [Employee/Family Employee Assistance Program](#)
- Create a process to acknowledge employee achievements in a timely manner or to seek employee input to make workloads manageable
- Encourage employees to take breaks
- Create a quiet relaxation room for employees

***Physical Activity***

- Provide training, education, and assessment tools to managers and leadership to help support and promote physical activity at work
  - Workplace Health Research Network & John Hopkins Bloomberg School of Public Health: [Physical Activity in the Workplace \(A Guide for Employers\)](#)
- Implement the [UpnGO](#) active workplace wellness program by ParticipACTION
- Introduce walking meetings
- Invest in showers and change rooms to support physical activity and active transportation
- Provide corporate or reduced rate memberships to onsite, private, or local fitness or recreation facilities
- Have physical activity equipment available to sign out for use during breaks
- Have designated areas available that are safe for physical activity (e.g., basketball courts or greenspace)
- Host on-site fitness or yoga classes
- Have accessible bicycle storage, such as bicycle racks or bicycle lockers

***Healthy Eating & Nutrition***

- Provide training, education, and assessment tools to managers and leadership to promote and support healthy eating in the workplace
  - Alberta Health Services: [Healthy Eating Resources for Workplaces](#)
  - Durham Region Health Department: [Healthy Eating Workplace Handbook](#)
- Offer a variety of healthy food choices in the cafeteria, vending machines, at meetings, and at special events
- Provide a refrigerator and microwave in break area so that employees can bring healthy lunches from home
- Reduce the sale of sugary drinks and sweets in the cafeteria and vending machines
- Make water available by providing water fountains/coolers or placing water pitchers around the table at meetings or special events

***Family Relationships & Home Life***

- Provide training, education, and assessment tools to managers and leadership to prevent domestic violence and support victims of domestic violence in the workplace
  - Centre for Research & Education on Violence Against Women & Children
    - [Domestic Violence: Leadership Development](#)
    - [Domestic Violence: Basic Education for Leaders](#)

- [Safety Planning at Work](#)
- [Guidelines for Assessing Threats and Managing Risks in the Workplace](#)
- [How to Communicate with Employees At Risk](#)
- [Setting Up Security Measures to Stop Domestic Violence in the Workplace](#)
- Occupational Health & Safety Council of Ontario – [Domestic Violence Doesn't Stop When Your Worker Arrives at Work – What Employers Need to Know to Help](#)
- Public Services Health and Safety Association – [Addressing Domestic Violence in the Workplace Handbook](#)
- Encourage flexible work arrangements (e.g., compressed work week, working from home)
- Provide childcare or elder care services to help with work-life balance

#### ***Substance Use***

- Provide training, education, and assessment tools to managers and leadership to address substance use in the workplace
  - Centre for Occupational Health & Safety – [Impairment and Cannabis in the Workplace \(E-Course for Leadership Stakeholders\)](#)
  - Canadian Centre on Substance Use & Addiction - [Substance Use and the Workplace – Tools and Resources for Employers](#)
- Ensure work-related events are alcohol free
- Offer counselling through an Employee/Family Employee Assistance program
- Offer substance use therapies in employee benefits packages

#### ***Stigma, Discrimination, Violence, & Harassment***

- Provide training, education, and assessment tools to managers and leadership that support and promote anti-violence in the workplace:
  - Workplace Safety & Prevention Services
    - [Developing Your Workplace Violence and Harassment Program in Ontario \(E-Course\)](#)
    - [Workplace Violence & Harassment Toolbox](#)
  - Mental Health Commission of Canada – [Together Against Stigma: Changing How We See Mental Illness](#) (Workplace Components)
  - Canadian Centre for Occupational Health & Safety - [Violence in the Workplace: Establish a Prevention Program](#)
  - Workplace Strategies for Mental Health - [Violence Assessment](#)
- Canadian Mental Health Association (Ontario) – [Stigma and Discrimination – Workplace Mental Health Promotion \(A How To Guide\)](#)

**Workplace Suicide Prevention & Mental Health Promotion – Policy Development**

*Develop, implement, and evaluate policies that support and promote mental health and prevent suicide at work*

**Suicide Prevention & Emotional, Psychological, and Social Health**

**Examples of Policies:**

- Psychologically Safe Workplace Policy
- Mental Health in the Workplace Training & Professional Development Policy
- Accommodation and Return to Work Policy
- Union Management Cooperation Policy
- Psychologically Safer Termination Policy
- Employee Assistance Program Policy
- Employee Recognition Policy
- Reimbursement for Stress Reducing Programs/Activities Policy
- Workplace Traumatic Response Policy
- Workplace Crisis Response Policy

**Supportive Documents for Policy Development:**

- Workplace Strategies for Mental Health: [Policy and Prevention](#)
- Workplace Strategies for Mental Health: [International Handbook of Suicide Prevention: Research, Policy, & Practice](#)
- World Health Organization: [Mental Health Policies and Programs in the Workplace Guidance Package](#)
- Ottawa Public Health: [Mental Health Promotion Sample Workplace Policy](#)
- [National Standard for Psychological Health and Safety in the Workplace](#)

**Physical Activity**

**Examples of Policies:**

- Walking Meetings Policy
- Physical Activity at Work Policy
- Work-Time Allowance for Physical Activity Policy
- Gym/Sports Discounts Policy
- Active Living Subsidy Policy
- Bike Friendly Workplace Policy

**Supportive Documents for Policy Development:**

- [WECHU: Bike Friendly Workplace Sample Policy](#)
- [Ottawa Public Health: Physical Activity at Work Sample Policy](#)
- [Alberta Centre for Active Living: Workplace Physical Activity Sample Policy](#)
- Hamilton Public Health: [Investing in Physical Activity Through the Workplace – A Toolkit for Policy Development](#)

**Healthy Eating & Nutrition**

**Examples of Policies:**

- Healthy Food & Drink Options at Workplace Meetings and Special Events Policy
- Take Charge Workplace Policy

	<ul style="list-style-type: none"> <li>• Healthy Vending Options Policy</li> <li>• Meet Smart Policy</li> </ul> <p><b>Supportive Documents for Policy Development</b></p> <ul style="list-style-type: none"> <li>• WECHU <ul style="list-style-type: none"> <li>○ <a href="#">Meet Smart Information</a></li> <li>○ <a href="#">Take Charge Workplace Program</a></li> <li>○ <a href="#">Take Charger Healthy Eating at Work Policy</a></li> </ul> </li> <li>• Ottawa Public Health: <a href="#">Food Served in the Workplace Sample Policy</a></li> <li>• Food Secure – <a href="#">Developing Organizational Food Policy</a></li> </ul>
<b>Family Relationships &amp; Home Life</b>	<p><b>Examples of Policies</b></p> <ul style="list-style-type: none"> <li>• Domestic Violence Prevention in the Workplace Policy</li> <li>• Work-Life Balance Promotion Policy</li> <li>• Flexible Work Arrangement Policy</li> <li>• Child or Elder Care Policy</li> </ul> <p><b>Supportive Documents for Policy Development</b></p> <ul style="list-style-type: none"> <li>• Centre for Research &amp; Education on Violence Against Women &amp; Children – <a href="#">Guidelines for Developing Workplace Domestic Violence Policies</a></li> <li>• <a href="#">Healthy Work-Life Balance: A Guide for Employers</a></li> <li>• Ryerson University: <a href="#">Guide to Flexible Work Arrangements for Leaders and Employees</a></li> <li>• Ryerson University: <a href="#">Flexible Work Arrangements: Tools and Templates</a></li> </ul>
<b>Substance Use</b>	<p><b>Examples of Policies:</b></p> <ul style="list-style-type: none"> <li>• Alcohol and Drug-Free Workplace Policy</li> <li>• Employee Assistance Program Policy</li> <li>• Substance Use Policy</li> </ul> <p><b>Supportive Documents for Policy Development</b></p> <ul style="list-style-type: none"> <li>• WECHU – <a href="#">Substance Use Sample Policy</a></li> <li>• Ministry of Labour, Training, and Skills Development – <a href="#">Impairment and Workplace Health and Safety</a></li> <li>• Canadian Centre on Substance Use and Addiction – <a href="#">A Review of Workplace Substance Use Policies in Canada</a></li> <li>• Alberta Health Services: <a href="#">Alcohol/Drug Policy Development and Employee Testing – Information for Leaders</a></li> </ul>
<b>Violence – Stigma, Discrimination, Harassment, &amp; Bullying</b>	<p><b>Examples of Policies</b></p> <ul style="list-style-type: none"> <li>• Violence in the Workplace Policy</li> <li>• Workplace Harassment Policy</li> <li>• Mental Health Stigma Reduction Policy</li> <li>• Anti-Bullying Workplace Policy</li> </ul>

***Supportive Documents for Policy Development***

- Ministry of Labour, Training, and Skills Development – [Laws, Codes of Practice, Violence & Harassment Prevention Resources, & Sample Policies & Programs](#)
- Workplace Safety & Prevention Services: [Sample Violence & Harassment Policy](#)
- Workplace Strategies for Mental Health
  - [Violence Prevention Policies](#)
  - [Harassment and Bullying Prevention Policies](#)
- Canada Human Rights Commission – [Developing a Workplace Anti-Harassment Policy](#)
- Ontario Human Rights Commission – [Anti-Harassment and Anti-Discrimination Policies](#)