



Surge in Mental Health Issues



More employees are struggling with mental health conditions, and, as a result, employers are fielding more requests for accommodations and dealing with increased absenteeism. Pandemic-related stress at work and at home was a significant part of this trend during the last two years.

Under the federal Americans with Disabilities Act and other nondiscrimination laws, most employers must provide reasonable accommodations to qualified employees with mental health conditions.

Employers have seen a spike in reasonable accommodation requests related to mental health since the coronavirus pandemic started,

Accommodations don't necessarily break the bank. Almost half of employers said their telework, hybrid and other flexible schedules are helping to address their workers' mental health problems. Reasonable accommodations are usually inexpensive fixes that help your employees. If Employee Assistance Programs are part of the benefit plan, encourage the employee to use this benefit.

Employees may be reluctant to discuss their mental health struggles at work, here is an online source for help. Free mental health resources can be found at <https://www.cdc.gov/mentalhealth/tools-resources/individuals/index.htm>