October is a busy month to raise **Mental Health Awareness in Canada,** so we consolidated a list of **FREE or low-cost resources** for employers and their employees.

October is [Canada’s Healthy Workplace Month](https://healthyworkplacemonth.ca/), a time when employers and employees are encouraged to take the Healthy Workplace Challenge. [Take the Healthy Workplace Challenge](https://healthyworkplacemonth.ca/take-the-healthy-workplace-challenge/).

[Mental Illness Awareness Week](https://www.camimh.ca/miaw) is October 2-8, 2022: an annual national public education campaign designed to help open the eyes of Canadians to the reality of mental illness. The week was established by the Canadian Psychiatric Association and is now coordinated by the Canadian Alliance on Mental Illness and Mental Health (CAMIMH) in cooperation with all its member organizations and many other supporters across Canada.

[World Mental Health Day 2022](https://www.who.int/campaigns/world-mental-health-day/2022) is October 10, 2022 to raise awareness and make mental health and well-being for all a global priority. #WorldMentalHealthDay

**The Business Impact of Mental Health**



Mental illness and substance use disorders impact your business and show up as employee absences and disability claims, disengagement, negative attitudes and contribute to increasing benefits costs directly hitting the pocketbook.

According to the [Centre for Addiction and Mental Health (CAMH)](https://www.camh.ca/en/driving-change/the-crisis-is-real/mental-health-statistics) in any given year, 1 in 5 Canadians experiences a mental illness. In fact, young people aged 15 to 24 are more likely to experience mental illness and/or substance use disorders than any other age group. As our workforce ages and more young people fill these roles, you may see an increase in employee issues and visits to your management and Human Resources team. Knowing how to respond empathetically and knowledgeably can make a big difference to your employee’s lives.

According to CLHIA, [claims paid out to support mental health are up 75% since 2019](https://www.benefitscanada.com/news/bencan/claims-paid-out-to-support-mental-health-up-75-since-2019-clhia/). It’s a stat employers shouldn’t ignore.

**Canadian Resources for Your Mental Health Toolkit**

As an employer, it’s a good idea to provide mental health resources that employees can refer to if/when they need to. It’s best to be proactive and communicate with your staff before a crisis.

**Employee & Family Assistance Programs**

An Employee & Family Assistance Program (EFAP) can be an excellent and affordable way for employers to support employees, and their families, at **no additional cost to them**. We partner with [HumanaCare EFAP](https://www.simplybenefits.ca/humanacare-efap) which provides counseling services, lifestyle and wellness support services, and second opinion services. There are many Canadian EFAP providers so be sure to speak with your Advisor to learn more.

**The following resources are FREE or low-cost options to consider as part of your Toolkit.**



[Canadian Centre for Occupational Health and Safety (CCOHS)](https://www.ccohs.ca/healthyworkplaces/)

CCOHS was established in 1978 by the [Canadian Centre for Occupational Health and Safety Act](http://laws-lois.justice.gc.ca/eng/acts/C-13/), which was passed by unanimous vote in the Canadian Parliament. CCOHS promotes the total well-being – physical, psychosocial, and mental health – of working Canadians by providing information, training, education, management systems and solutions that support health, safety and wellness programs.

Check out their [Comprehensive Workplace Health Program Guide](https://www.ccohs.ca/products/publications/wellness.html) (small cost applies).



[Canadian Mental Health Association](https://cmha.ca/)

The Canadian Mental Health Association promotes the mental health of all and supports the resilience and recovery of people experiencing mental illness.

[May is CMHA’s Mental Health Week](https://www.mentalhealthweek.ca/) where they have a complete toolkit. #GetReal

Check out their **Free** [Workplace Mental Health Resources](https://cmha.ca/what-we-do/national-programs/workplace-mental-health/).



[Centre for Addiction and Mental Health (CAMH)](https://www.camh.ca/)

The Centre for Addiction and Mental Health (CAMH) is Canada's largest mental health teaching hospital and one of the world's leading research centres in its field. CAMH is fully affiliated with the University of Toronto and is a Pan American Health Organization/World Health Organization Collaborating Centre.

With a dedicated staff of more than 3,000 physicians, clinicians, researchers, educators, and support staff, CAMH offers outstanding clinical care to more than 34,000 patients each year. The organization conducts ground-breaking research, provides expert training to health care professionals and scientists, develops innovative health promotion and prevention strategies, and advocates on public policy issues at all levels of government. And through our Foundation, we're working to raise tens of millions of additional dollars to fund new programs and research and augment services.

Check out their **Free** [Workplace Mental Health Playbook for Business Leaders](https://www.camh.ca/en/health-info/workplace-mental-health-playbook-for-business-leaders).



[Government of Canada](https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/health-wellness-public-servants/mental-health-workplace/resources-employees-mental-health-workplace.html)

Everyone has a role in promoting wellness. Find resources, tools and services to help improve and maintain mental health.

Check out their **Free** [Resources for Employees for Mental Health in the Workplace](https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/health-wellness-public-servants/mental-health-workplace/resources-employees-mental-health-workplace.html).



[The Conference Board of Canada](https://www.conferenceboard.ca/focus-areas/human-resources/free-mental-health-resources)

The Conference Board of Canada provides ongoing research in mental health and wellness and has continued to focus on understanding the impacts of the pandemic on families, employers, employees, work-life balance, and mental stress.

Check out their **Free** [Mental Health Resources](https://www.conferenceboard.ca/focus-areas/human-resources/free-mental-health-resources).



[Mental Health Commission of Canada](https://mentalhealthcommission.ca/)

The Mental Health Commission of Canada (MHCC) leads the development and dissemination of innovative programs and tools to support the mental health and wellness of Canadians. Through its unique mandate from the Government of Canada, the MHCC supports federal, provincial, and territorial governments as well as organizations in the implementation of sound public policy.

Check out their [Workplace Mental Health resources](https://mentalhealthcommission.ca/what-we-do/workplace/).

Also view their [General Resources](https://www.mhfa.ca/en/general-resources) and [Psychological Health and Safety in the Workplace](https://www.csagroup.org/documents/codes-and-standards/publications/CAN_CSA-Z1003-13_BNQ_9700-803_2013_EN.pdf).



[Mood Disorders Society of Canada](https://mdsc.ca/)

The Mood Disorders Society of Canada (MDSC) has evolved to become one of Canada’s best-connected mental health Non-Governmental Organizations (NGO) with a demonstrated track record for forging and maintaining meaningful and sustained partnerships with the public, private and non-profit sectors throughout Canada.

Check out their [Workplace Mental Health](https://mdsc.ca/workplace/) resource booklet.



[Wellness Together Canada](https://www.wellnesstogether.ca/en-CA)

Wellness Together Canada was created in response to an unprecedented rise in mental health and substance use concerns due to the COVID-19 pandemic, with funding from the Government of Canada. As a country, we are facing challenges at a scale we’ve never seen before, from social isolation and financial insecurity to substance use concerns and racial inequality. Wellness Together Canada is brought to you by Kids Help Phone, Government of Canada, Stepped Care Solutions and Homewood Health.

Their [Resources page](https://www.wellnesstogether.ca/en-CA/coping-with-current-events-for-people-in-canada-and-canadians-abroad) provides access to 24/7 youth and adult crisis and counseling support for people in Canada and Canadians living abroad and tips for coping with stress, overwhelm and loss.

Check out these resources:

* [Coping with COVID-19](https://www.wellnesstogether.ca/en-CA/covid)
* [Managing Low Mood](https://www.wellnesstogether.ca/en-CA/mood)
* [Managing Worry](https://www.wellnesstogether.ca/en-CA/worry)
* [Coping with Stress](https://www.wellnesstogether.ca/en-CA/stress)
* [Strengthening Relationships](https://www.wellnesstogether.ca/en-CA/relationships)
* [Managing Substance Use](https://www.wellnesstogether.ca/en-CA/substances)



[Wellness Works Canada](https://www.resources.wellnessworkscanada.ca/)

Wellness Works Canada is a non-profit workplace health and performance association. They support workplace health practitioners and employers to build healthy, high performing work cultures. They empower and guide members with simple, evidence-informed, cost-effective education, resources, consulting and accreditation. They also advocate for the profound impact well-being has on performance. Cost-effective partner memberships and certifications are available for students, practitioners, providers, and employers.

Purchase their [Wellness Works Canada Mental Health First Aid Kit](https://shop.wellnessworkscanada.ca/products/mental-health-first-aid-kit) (small cost applies).

Join as an [employer member](https://shop.wellnessworkscanada.ca/collections/memberships) to access the tools, resources, and professional development you need to build healthy, high performing work cultures in alignment with the Psychological Health and Safety Standard.

**Additional Mental Health Resources**

Below are some other helpful resources:

* [Best Mental Health Apps of 2022 by VeryWellMind](https://www.verywellmind.com/best-mental-health-apps-4692902) - apps for Learning Coping Skills, Therapy, Stress Relief, Meditation, Depression, BIPOC, Bipolar Disorder, ADHD & PTSD
* [11 Best ADHD App for 2022 by Healthline](https://www.healthline.com/health/adhd/top-iphone-android-apps)
* [List of Apps for Mental Health by CAMH](https://www.camh.ca/en/health-info/mental-health-and-covid-19/information-for-professionals/apps-for-mental-health)
* [Health Canada](https://www.canada.ca/en/health-canada.html)
* [Simply Benefits' Health and Wellness Provider HEAL](https://www.simplybenefits.ca/en-ca/en-ca/contact-simply-benefits-heal-wellness-programs?hsLang=en-ca)
* [Simply Benefits' Employee & Family Assistance Provider HumanaCare](https://www.simplybenefits.ca/humanacare-efap?hsLang=en-ca)
* [9 Disability Management Services to Help Employees Return to Work](https://www.simplybenefits.ca/blog/disability-management-services-to-help-employees-return-to-work?hsLang=en-ca)
* [Top Corporate Wellness Companies in Canada](https://blog.corehealth.global/top-corporate-wellness-companies-in-canada)
* [10 Reasons Why EAP's Rock! A User's Perspective](https://blog.corehealth.global/10-reasons-why-eaps-rock-a-users-perspective)
* [Top Canadian Insurance Carriers Providing Wellness Solutions](https://blog.corehealth.global/top-canadian-insurance-carriers-providing-wellness-solutions)
* [Calendar of Health Promotion Days - Government of Canada](https://www.canada.ca/en/health-canada/services/calendar-health-promotion-days.html)
* [The Canadian Institute of Workplace Harassment and Violence](https://instituteofworkplacebullyingresources.ca/) - [Workplace Bullying Awareness Week Oct 16-22, 2022](https://instituteofworkplacebullyingresources.ca/workplace-bullying-awareness-week/)