



# Gender Sensitive Support in the Workplace

## Supporting Women's Mental Health

Creating an inclusive workplace requires understanding and supporting women's unique mental health needs. This involves recognizing the impact of gender bias, offering flexible work arrangements, and providing access to mental health resources. It's essential to foster an environment where women feel valued, heard, and empowered to seek support without stigma.

## Supporting Men's Mental Health

Men's mental health often goes under-discussed in the workplace, needing open dialogue and support.

- Promote awareness and destigmatization of mental health issues among men.
- Encourage men to share their experiences and seek help through mentorship programs.
- Implement training for managers to recognize signs of mental distress and provide appropriate support.

## Supporting the Mental Health of LGBTQIA2S+ Members

Supporting the mental health of LGBTQIA2S+ employees requires creating an inclusive and affirming environment. Employers should educate staff on LGBTQIA2S+ issues, ensure the use of correct pronouns, and provide access to supportive mental health resources. Implementing inclusive policies and practices demonstrates a commitment to diversity and fosters a workplace where every employee feels valued, respected, and supported, enhancing overall well-being and productivity.

## Course Structure

Experience a custom-fit learning journey, scheduled and structured to suit your organization's needs:

- When - A full/half-day/lunch-and-learn that can be adjusted according to your availability.
- Where - Virtual or on-site options to suit your preference
- Modules - Customized content on wellness fundamentals
- Support Sessions - Regularly timed virtual discussions for ongoing support
- Expert Access - Wellness professionals available as per your schedule
- Evaluations - Continuous progress tracking to meet your goals