



# Psychological Injury due to Harassment

**WorkplaceNL**

Health | Safety | Compensation

## THINGS YOU CAN DO AS AN EMPLOYER

### Supporting Psychological Health at Work: Actions for Employers

Employers play an important role in worker health and recovery, including fostering psychological health and safety in the workplace. Small, practical actions can help workers feel valued and remain connected to their work. The tips below show ways to create a supportive work environment.

#### **Support Psychological Health and Safety at Work**

- Build awareness of psychological health and safety across your workplace.
- Provide training for all staff, so employees and leaders understand how to recognize and respond to psychological injury.
- Equip leaders with the tools to respectfully support workers recovering from a psychological injury.

#### **Promote Effective Workplace Communication**

- Create an environment where workers feel comfortable raising concerns.
- Consult with workers to better understand their needs and perspectives.
- Use clear, respectful, and inclusive language in all interactions.
- Support ongoing, two-way communication between workers and leaders.

### **Show Support During Recovery**

- Recognize that each worker's injury, experience and recovery will be different.
- Use recovery timelines as general guides and adjust as needed.
- Focus on the worker's abilities and progress, rather than limitations alone.
- Reinforce connection to the workplace throughout recovery.

### **Address Worker Concerns**

- Encourage open conversations about concerns related to work and recovery.
- Check in regularly to understand how the worker is progressing.
- Consider both workplace and non-medical barriers that may affect recovery or return-to-work.
- Work with the employee to set clear, realistic short-term goals.

### **Use a Flexible Approach**

- Consider how to adjust job demands and workplace structures to support recovery.
- Work collaboratively with the worker and other parties to identify practical solutions.
- Be prepared to adapt duties, schedules and tasks, as needs may change over time.

### **How can WorkplaceNL help?**

- Engage with the workplace parties as early as possible to support planning and recovery.
- Help facilitate communication between you, the worker, and the health care providers.
- Provide education and guidance regarding workplace accommodations and return-to-work practices.