

## Mental health tools for Oklahoma employers

### Synopsis of management and employee resources

*Undiagnosed, untreated mental health and addiction issues can drastically impact employee morale, productivity and presenteeism, as well as impact health care costs for larger employers. With this resource guide, know how to communicate with staff, find resources that can help employees in crisis, and explore materials to create a mental health-aware organizational culture.*

#### Learning resources for HR and Management:

**[Workplace Mental Health - Home](#)**: American Psychiatric Association’s online resource guide and toolkit for employers’ HR departments. Particularly useful are:

- **[Confidential assessment](#)** of HR and organizational policies’ friendliness to mental health issues
- **[Workplace toolkit](#)**: Comprehensive employer guide for modeling self-care, promoting positive mental health culture and anti-stigma, operating an effective EAP, and providing affordable/effective health care

**[NAMI National Stigma Guide](#)**: Program for employers seeking to create a truly stigma-free workplace. Membership includes a stigma guide.

**[Healthy Minds’ Report on Employer Wellness](#)**: Background research created by Healthy Minds Policy Initiative overviewing workplace and employer mental health issues.

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### Tools, tactics and advice

#### Best practices for management:

- Model self-care and help-seeking
- Normalize mental health in communications
- Foster culture of open sharing and support
- Communicate treatment resources
- Help ensure adequate access to care (via insurance, primary care subscription, Employee Assistance Programs)
- Consider training for staff and management on recognizing and intervening in mental health crises (more details in “training” section below)

More details and additional tactics available in the **[APA Workplace Mental Health Guide](#)** here.

#### Steps to wellness

1. Establish relationship with a primary care physician
2. Know it’s OK to talk about mental health challenges and **[advocate for yourself](#)**
3. Know your options in a crisis
  - a. Be aware of crisis call lines like National Suicide Hotline (1-800-273-8255), and local facilities (**<https://findtreatment.samhsa.gov/>**)

### Resources for employees needing assistance:

- National Suicide Hotline: 1-800-273-8255
  - Local representatives based in Heartline (OKC) and COPES (Tulsa)
- 211: Social service referrals and information
- Find a local treatment provider: <https://findtreatment.samhsa.gov/>
- COPES (Family & Children's Services) – Tulsa County crisis line: 918-744-4800
- National crisis text line: Text HELLO to 741741 (<https://www.crisistextline.org/>)
- Advocate for yourself: [Mental Health America guide on how to work with providers and navigate your recovery](#)
- Find help online: [Oklahoma online support services](#)
- Navigate COVID era stressors: [Healthy Minds guide on mental health services in COVID era](#)

### Training options for staff/management:

- Are You Ok (oklahoma.gov): Are You OK? is a free two-part e-learning intended for Oklahoma adults who serve as organizational owners, managers, supervisors, human resources staff, and others to learn how to prevent and respond to suicide in the workplace.
- Talk Saves Lives TM | AFSP: Talk Saves Lives is a 60-minute abbreviated training on recognizing signs of suicide and what to do about it
- Mental Health First Aid: A day-long, intensive training on recognizing and responding to mental health challenges, akin to CPR training for mental health.