

Discovering Workplace Health and Wellness on the Web

**Sandra Clark
Information Specialist**

October 25, 2005



What we'll look at...

1. What is workplace health?
2. Who needs the information?
3. Tour of reliable Websites!
4. Evaluating what you've found

Share your favourite websites!



What is workplace health?

Workplace health is a “philosophy, theory and practice of enhancing the overall well-being of the workforce through policies, programs and other initiatives based on a broad understanding of how health is shaped and influenced by individuals, groups and their environment.”

Martin Shain, 1998

Goal to improve the health of the *worker* and the *organization*.



Many approaches...

- Occupational health and safety programs (OHS)
- Health Promotion programs
- Employee Assistance Programs (EAP)
- Organizational factors



Who needs workplace health info?

Organizations:

“how-to” info e.g. business case, assessment tools, surveys, sample programs and policies, case studies

research supporting or evaluating workplace health initiatives e.g. effectiveness studies, survey and trend data

Health & wellness info to use in employee programs

Workers:

health & wellness info and advice to support healthy living e.g. health promotion & disease prevention info, tips & resources



Topics you may look for...

Healthy Living at Work:

- ▶ Active Living/fitness
- ▶ Healthy Eating/Nutrition;
- ▶ Heart Health
- ▶ Mental Health
- ▶ Substance Use/Addictions
- ▶ Smoking Cessation, etc.

Work-Family-Life Issues:

- ▶ Work-life balance
- ▶ Flexible work arrangements
- ▶ EAPs
- ▶ Childcare, eldercare
- ▶ Family-friendly workplace policies
- ▶ Retirement (workforce transition), etc.



Topics you may look for...

Organizational Culture:

- ▶ Violence prevention
- ▶ Harassment (e.g. bullying, anger)
- ▶ Conflict resolution
- ▶ Employment relationships
- ▶ Job design, etc.

Health & Safety:

- ▶ Hazards - chemical, biological, physical, safety
- ▶ Injury prevention
- ▶ Ergonomics
- ▶ Young workers
- ▶ Work-related diseases, disorders, illnesses, etc.



Tour of Websites

- Canadian Health Network (CHN), Workplace Health
- Work-Life Balance in Canadian Workplaces, HRSDC
- Workplace Health publications, Health Canada
- National Quality Institute
- Healthyworkplaceweek.ca
- OSH Answers, CCOHS
- Canadian Policy Research Networks & JobQuality.ca
- The Health Communication Unit, Workplace Health Promotion Project & database
- Mental Health Works



Canadian Health Network (CHN)

The screenshot shows the Canadian Health Network website in a Microsoft Internet Explorer browser window. The browser's address bar displays the URL: <http://www.canadian-health-network.ca/servlet/ContentServer?cid=1038611684536&pagename=CHN-RCS/Page/HomePageTemplate>. The website header includes the Public Health Agency of Canada logo and the text "Public Health Agency of Canada" and "Agence de santé publique du Canada". The main heading is "Canadian Health Network" with the tagline "Health info for every body". Below this, it states "Brought to you by the Public Health Agency of Canada and major health organizations across the country." The navigation menu includes "Home", "A-Z Index", "Search", "Site Map", "About Us", "Contact Us", "Help", and "FRANÇAIS". The date "October 21, 2005" is displayed. A search box is present with the word "Search" and a magnifying glass icon. The main content area is divided into several sections: "Groups" with links for Children, Youth, Seniors, Aboriginal Peoples, Women, and Men; "Topics" with links for Active Living, Complementary and Alternative Health, Determinants of Health, Environment and Health, Health Promotion, Health System, and Healthy Eating; "This month..." featuring three articles: "Suffering in silence: stigma, mental illness and the workplace" with a photo of a man, "Bringing health to work" with a photo of a woman, and "Healthy bytes Tired of feeling tired?" with a photo of a person yawning. There is also a "Subscribe to our Healthlink newsletter" box and a "PUBLIC HEALTH AGENCY of CANADA" logo with a red maple leaf.

www.canadian-health-network.ca



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

CHN offers...

- Links to thousands quality-assured e-health resources (English and French)
- 27 key health topics and groups
- Over 500 FAQs & answers
- Feature health articles, facts & tips, headlines
- Free, *Healthlink* e-newsletter
- Information on national health events
- A Health Information Request (HIR) Service
- An online guide to evaluating e-health information



CHN Home Page



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccoohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

CHN Topics & Groups

Public Health Agency of Canada / Agence de santé publique du Canada

Canadian Health Network

Health info for every body

Brought to you by the Public Health Agency of Canada and major health organizations across the country.

Home | **A-Z Index** | Search | Site Map | About Us | Contact Us | Help | FRANÇAIS

October 18, 2005

Search

Groups

- ▶ [Children](#)
- ▶ [Youth](#)
- ▶ [Seniors](#)
- ▶ [Aboriginal Peoples](#)
- ▶ [Women](#)
- ▶ [Men](#)


Topics

- ▶ [Active Living](#)
- ▶ [Complementary and Alternative Health](#)
- ▶ [Determinants of Health](#)
- ▶ [Environment and Health](#)
- ▶ [Health Promotion](#)
- ▶ [Health System](#)
- ▶ [Healthy Eating](#)
- ▶ [Injury Prevention](#)
- ▶ [Living with Disabilities](#)
- ▶ [Mental Health](#)
- ▶ [Relationships](#)

Tell us what **you think about this site!**
To complete our online survey, **click here**


This month...

Suffering in silence: stigma, mental illness and the workplace



There is still so much stigma attached to mental illness that half of sufferers never get treatment. So it's no wonder that there are real fears about being stigmatized in the workplace... [\[Read more\]](#)

Bringing health to work



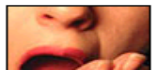
Most of us spend a lot of time at work—learn how to make it healthier... [\[Read more\]](#)

Subscribe to our **Healthlink** newsletter

PUBLIC HEALTH AGENCY of CANADA

Healthy bytes

Tired of feeling tired?



Many doctors agree that fatigue is one



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandrac@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccoohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Workplace Health Collection



The screenshot shows a web browser window displaying the Workplace Health Collection website. The browser's address bar shows the URL "http://www.ccohs.ca/WorkplaceHealth/". The website's header includes navigation links: Home, A-Z Index, Search, Site Map, About Us, Contact Us, Help, and FRANÇAIS. A search bar is located in the top right corner. The main content area is titled "Workplace Health" and features a blue banner with the text "Workplace Health" and icons of people. Below the banner, there is a paragraph: "Work can greatly affect our health and well-being. In this section, you can find information to help you:". A bulleted list follows: "• Work safely, • Manage stress, • Prevent injuries, • Balance work and family, • Promote workplace wellness • And much more...". To the right of the text is a photograph of two women sitting at a table, one using a laptop. Below the list, there is a section for "Canada's Healthy Workplace Week, October 24-30, 2005" with a logo and the text: "A yearly celebration of workplace health in Canadian organizations! Visit the website for ideas, activities, tools and resources to bring health to your workplace." To the right of this section is a box titled "FAQs" with a question mark icon and the text: "Answers to frequently asked questions about workplace health." On the left side of the website, there are two vertical menus: "Groups" with links for Children, Youth, Seniors, Aboriginal Peoples, Women, and Men; and "Topics" with links for Active Living, Complementary and Alternative Health, Determinants of Health, Environment and Health, Health Promotion, Health System, Healthy Eating, Injury Prevention, Living with Disabilities, Mental Health, Relationships, Sexuality / Reproductive Health, and Substance Use / Addictions.



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Quick Searches

Workplace Health - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address <http://www.canadian-health-network.ca/servlet/ContentServer?cid=1048161679940&pagename=CHN-RCS%2FPage%2FGTPPageTemp> Go

[Alternative Health](#)

- ▶ [Determinants of Health](#)
- ▶ [Environment and Health](#)
- ▶ [Health Promotion](#)
- ▶ [Health System](#)
- ▶ [Healthy Eating](#)
- ▶ [Injury Prevention](#)
- ▶ [Living with Disabilities](#)
- ▶ [Mental Health](#)
- ▶ [Relationships](#)
- ▶ [Sexuality / Reproductive Health](#)
- ▶ [Substance Use / Addictions](#)
- ▶ [Tobacco](#)
- ▶ [Violence Prevention](#)
- ▶ [Workplace Health](#)

Disease Prevention

- ▶ [Cancer](#)
- ▶ [Cardiovascular Disease and Stroke](#)
- ▶ [Diabetes](#)
- ▶ [HIV/AIDS](#)
- ▶ [Respiratory Diseases](#)

• Promote workplace wellness
• And much more...

See also sections on [Injury Prevention](#), [Environment and Health](#), and [Mental Health](#).

he [Active living at work](#)
Se [Business case for workplace health promotion](#)
Ca [Chemical hazards in the workplace](#)
Oc [Discussion Groups](#)
A y [Ergonomics](#)
Car [Farm safety](#)
ide [Newsstand](#)
hea [Phone Lines](#)
Se [Pregnancy and work](#)
Se [Promoting health in the workplace](#)
Se [Shift work and health](#)
Se [Stress at work](#)
Se [Videos](#)
Se [Violence and the workplace](#)
▶ [Work-life balance](#)
▶ [Workplace health research](#)
▶ [Young workers' health and safety](#)
Active living at work

FAQs
Answers to frequently asked questions about workplace health.

Search entire site

▶ Keyword Search GO

▶ A-Z index

Selections of...

- ▶ [Key Canadian resources](#)
- ▶ [Key International resources](#)



Workplace Health FAQs

Canadian Health Network
Brought to you by the Public Health Agency of Canada
Home | A-Z Index | Search | Site Map | About Us

Groups and Topics: Aboriginal Peoples
Home > Workplace Health > FAQs

Ergonomics

- How can I keep from injuring my back while lifting?
- How can we set up a computer workstation so there is no strain on my neck and shoulders?
- What is a good sitting position for working at my desk?
- What should I know about manual materials handling?
- How can lighting affect you at the workplace?
- What are some stretches I can do at my workstation?
- Can work in a standing position cause health problems?

Health and Safety Hazards

- How can my job affect my health?
- What information is available in my workplace to help me stay safe?
- How can shiftwork affect my health?
- How much noise is safe for my hearing?
- How do I know if there is poor indoor air quality in my workplace?
- Can workplace chemicals or materials be carried home?
- I work by myself a lot. What can I do to stay safe?
- Why is it important to wash our hands?
- What are some of the risks associated with working in a confined space?
- I travel a lot for work. How can I stay safe?
- What should I know about sleepiness or fatigue when driving?
- What are drug-resistant organisms?

How can shiftwork affect my health?

Shiftwork can mean work done during the day, or at another time, or at night. This has been linked with some harmful health effects.

How it affects body and well-being

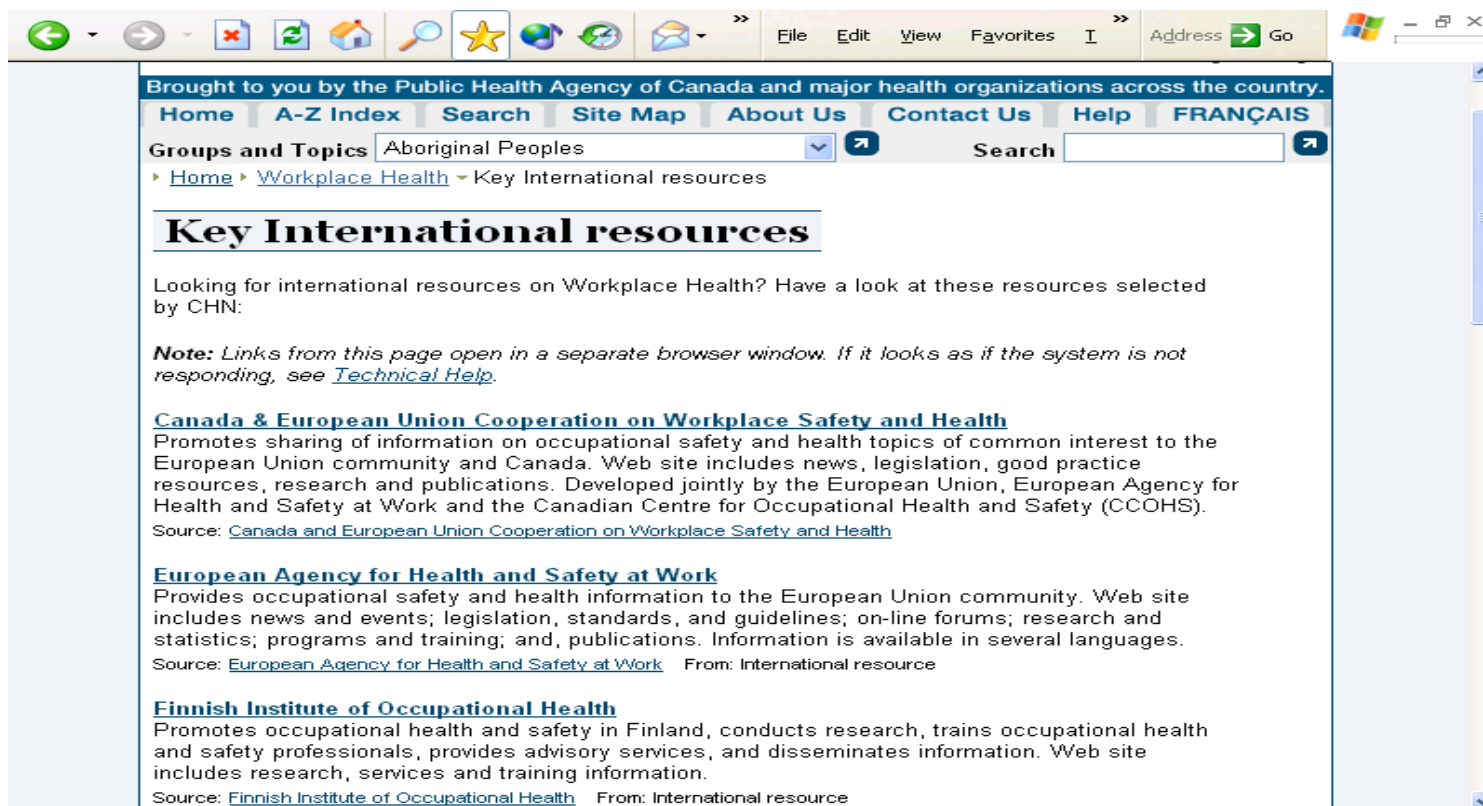
For example, shift workers often:

- Feel fatigued and disoriented.
- Sleep less than they should, and don't sleep well. They may have trouble falling asleep.
- Have poor eating habits and are less active.
- Have gastrointestinal (stomach) disorders, and problems with their digestive system.
- Suffer from anxiety and are dissatisfied with their job.

Shiftwork itself is not directly linked with cardiovascular disease.



Key International Resources



Brought to you by the Public Health Agency of Canada and major health organizations across the country.

Home | A-Z Index | Search | Site Map | About Us | Contact Us | Help | FRANÇAIS

Groups and Topics: Aboriginal Peoples [v] Search [go]

Home > Workplace Health > Key International resources

Key International resources

Looking for international resources on Workplace Health? Have a look at these resources selected by CHN:

Note: Links from this page open in a separate browser window. If it looks as if the system is not responding, see [Technical Help](#).

[Canada & European Union Cooperation on Workplace Safety and Health](#)
Promotes sharing of information on occupational safety and health topics of common interest to the European Union community and Canada. Web site includes news, legislation, good practice resources, research and publications. Developed jointly by the European Union, European Agency for Health and Safety at Work and the Canadian Centre for Occupational Health and Safety (CCOHS).
Source: [Canada and European Union Cooperation on Workplace Safety and Health](#)

[European Agency for Health and Safety at Work](#)
Provides occupational safety and health information to the European Union community. Web site includes news and events; legislation, standards, and guidelines; on-line forums; research and statistics; programs and training; and, publications. Information is available in several languages.
Source: [European Agency for Health and Safety at Work](#) From: International resource

[Finnish Institute of Occupational Health](#)
Promotes occupational health and safety in Finland, conducts research, trains occupational health and safety professionals, provides advisory services, and disseminates information. Web site includes research, services and training information.
Source: [Finnish Institute of Occupational Health](#) From: International resource



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Guided Search

Brought to you by the Public Health Agency of Canada and major health organizations across the country.

Home | A-Z Index | Search | Site Map | About Us | Contact Us | Help | FRANÇAIS

Groups and Topics: Aboriginal Peoples Search

Home - Guided Search

Workplace Health: Guided Search

Items found: 974 (1-10) Next

Sort: •Alphabetically •By organization •By date

Creating healthy workplaces
Examines what a healthy workplace is, including the physical work environment, the personal health practices of employees, and the psychosocial work environment and hazards. Shows the legal and economic reasons for organizations to strive for a healthy workplace and approaches they can take. Link requires PDF reader.
Source: [Industrial Accident Prevention Association \(IAPA\)](#)

An introduction to comprehensive workplace health promotion
Provides an overview of comprehensive workplace health promotion, examines steps to help workplaces take action, shares ideas and strategies, and outlines resources. Designed for health promotion practitioners who are new to workplace health promotion or are looking for a refresher. Link requires PDF reader.
Source: [University of Toronto, Centre for Health Promotion, The Health Communication Unit \(THCU\)](#)

Influencing the organizational environment to create healthy workplaces
Provides an overview of key factors that affect organizational health

Narrow your search by clicking on one of the Topics, Groups, Resource Types or Provinces / Territories listed below. [Tips](#)

Topic:

- [Active Living](#)
- [Cancer](#)
- [Cardiovascular Disease and Stroke](#)
- [Complementary and Alternative Health](#)
- [Determinants of Health](#)
- [Diabetes](#)
- [Environment and Health](#)
- [Health Promotion](#)
- [Health System](#)
- [Healthy Eating](#)



Link to Resource

The screenshot shows a web browser window with the address bar displaying http://www.thcu.ca/workplace/documents/influencing_or.... The browser interface includes a menu bar (File, Edit, View, Favorites, Tools, Help) and a search bar. The main content area shows search results for the letter 'w'. The results list several items, including:

- Influencing the organizational environment**: Provides an overview of key factors that impact work-life balance, and management practices. environment, ideas for workplace health. Source: University of Toronto, Centre for Health...
- Where to work in Canada? An examination**: Examines and compares work-life and e... Ontario, Quebec, and the Maritimes). Use... and Family. Link requires PDF reader. Source: Canadian Policy Research Networks (C...
- Report 3: exploring the link between work-life system**: Focuses on how work-life conflict affects... associated with high work-life conflict an... treat the health consequences of such c... Source: Public Health Agency of Canada (PHAC...

Below the search results, a preview of a document is shown. The document title is **Influencing the Organizational Environment to Create Healthy Workplaces**, Version 1.1, July 9, 2004. The preview includes a photograph of people in a meeting and a list of topics covered in the info-pack:

- an overview of key factors which impact organizational health
- stress and mental health
- work-life balance
- management practices
- strategies to promote the health of the organizational environment
- ideas for workplace health promoters

The document is displayed in a viewer window showing a page size of 8.5 x 11 in and page 1 of 41.



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandrac@ccohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

CHN offers...

Comprehensive, credible & Canadian health promotion and disease and injury prevention information

Features the **Workplace Health** section of resources for workers, organizations & practitioners

- ▶ Covers all topics - healthy living info; organizational culture; work-life issues; health and safety topics



Health Canada

Environment and Workplace Health - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address http://www.hc-sc.gc.ca/ewh-semt/occup-travail/work-travail/index_e.html

Health Canada Santé Canada

Canada

Français	Contact us	Help	Search	Canada Site
Just For You	It's Your Health	Media Room	A-Z Index	Home

Health Canada - Environmental & Workplace Health

Home > Environmental & Workplace Health > Occupational Health & Safety > Workplace Health

Environmental and Workplace Health

Workplace Health

Health Canada understands the importance of creating healthier work environments. Through research conducted over the past several decades, we have learned that the environment in which we work can have a profound effect on our health and well-being. We also know that organizations benefit from healthier workplaces through decreased absenteeism, increased morale and improved productivity.

This section includes research findings outlining the ways in which the work environment impacts the health of workers and the productivity of Canadian organizations. You will also find resources designed to assist organizations in implementing workplace health strategies.

[Workplace Health Strategies](#)

Research Findings

- Air Quality
- Climate Change & Health
- Contaminated Sites
- Environmental Contaminants
- Environmental Health Assessment
- Noise
- Occupational Health & Safety

http://www.hc-sc.gc.ca/ewh-semt/occup-travail/work-travail/index_e.html



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccoohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Workplace Health Documents

Workplace Health - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address http://www.hc-sc.gc.ca/ewh-semt/pubs/occup-travail/work-travail/index_e.html

Health Canada Santé Canada

Canada

Français	Contact us	Help	Search	Canada Site
Just For You	It's Your Health	Media Room	A-Z Index	Home

Health Canada

Environmental & Workplace Health

Home > Environmental & Workplace Health > Reports & Publications > Occupational Health & Safety > Workplace Health

Workplace Health

Documents:

- [Best Advice on Stress Risk Management in the Workplace - Part 1](#)
- [Best Advice on Stress Risk Management in the Workplace - Part 2](#)
- [Corporate Health Model](#)
- [Corporate Health Model - A Guide To Developing And Implementing The Workplace Health System In Medium And Large Businesses](#)
- [Fairness in Families, Schools and Workplaces: Implications for Healthy Relationships in these Environments](#)
- [The Farm Business Health Model - The Farm Business Health Model](#)
- [The farm business health model - A guide to developing and implementing the workplace health system for farm businesses](#)

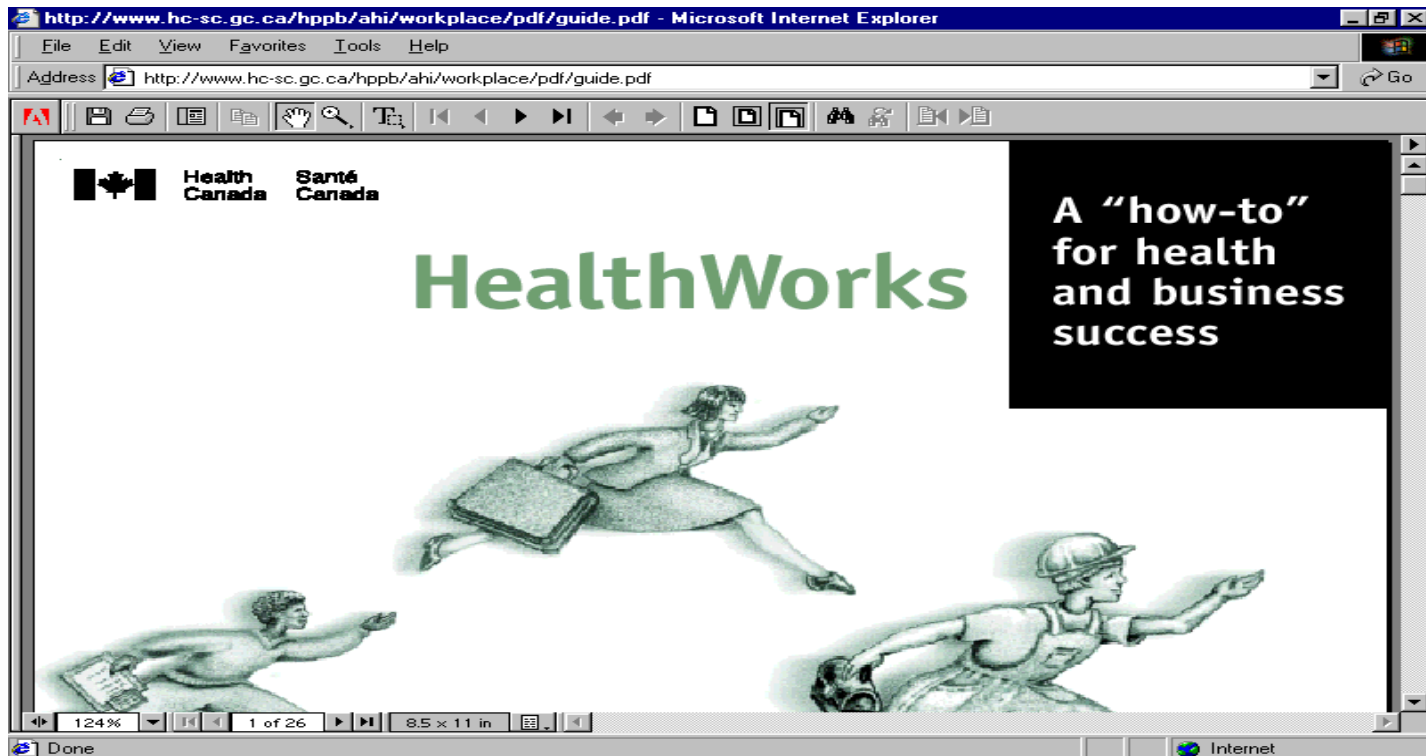
http://www.hc-sc.gc.ca/ewh-semt/pubs/occup-travail/work-travail/index_e.html



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccoohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

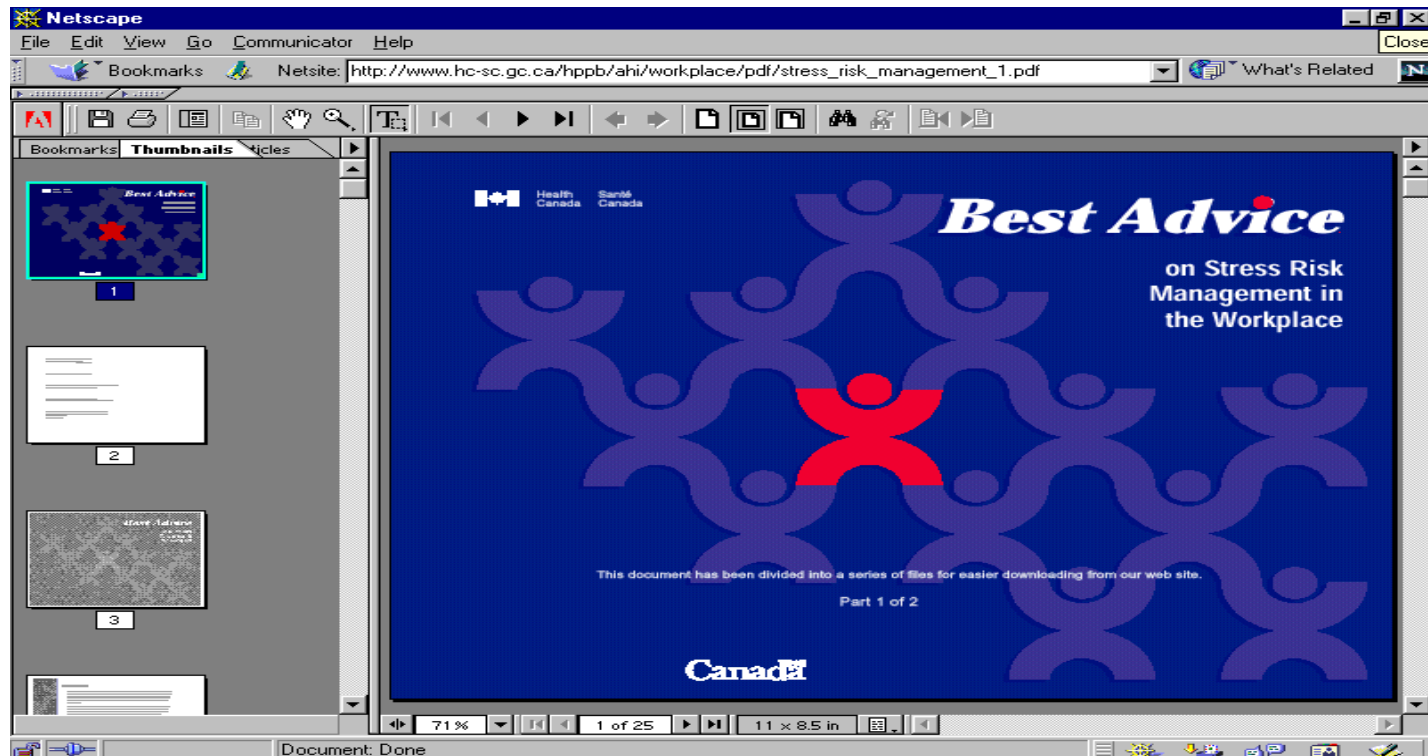
E.g. *HealthWorks Guide*



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

E.g. *Best Advice for Stress Risk Management in the Workplace*



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Health Canada, Workplace Health...

Provides practical “how-to” information for organizations on developing workplace health programs

- ▶ E.g. workplace health promotion models, how to implement a healthy workplace program, research



Work-life Balance in Canadian Workplaces, HRSDC

Work-Life Balance in Canadian Workplaces - Microsoft Internet Explorer

Address <http://www.hrsdc.gc.ca/asp/gateway.asp?hr=en/lp/spila/wlb/01home.shtml&hs=wnc>

HRSDC

WORK-LIFE BALANCE IN CANADIAN WORKPLACES

This website has been created to help organizations design and implement supportive programs and policies facilitating work-life balance. By reducing work-life struggles, individuals can enjoy a healthier lifestyle while improving productivity at work. A first section allows employers, unions, managers and human resources practitioners to access the latest information and examples of best practices that enhance work-life balance for their employees. A second section highlights the issues of an aging workforce.

FEATURING

KEY Study [New Approaches in Achieving Compliance with Statutory Employment Standards](#)

CPRN and IPAC suggest creating a "culture of compliance" regarding employment standards in Canada in this report posted July 8, 2005.

- General Information
- Frequently Asked Questions
- Related Links
- Legislation and Agreements
- Research and

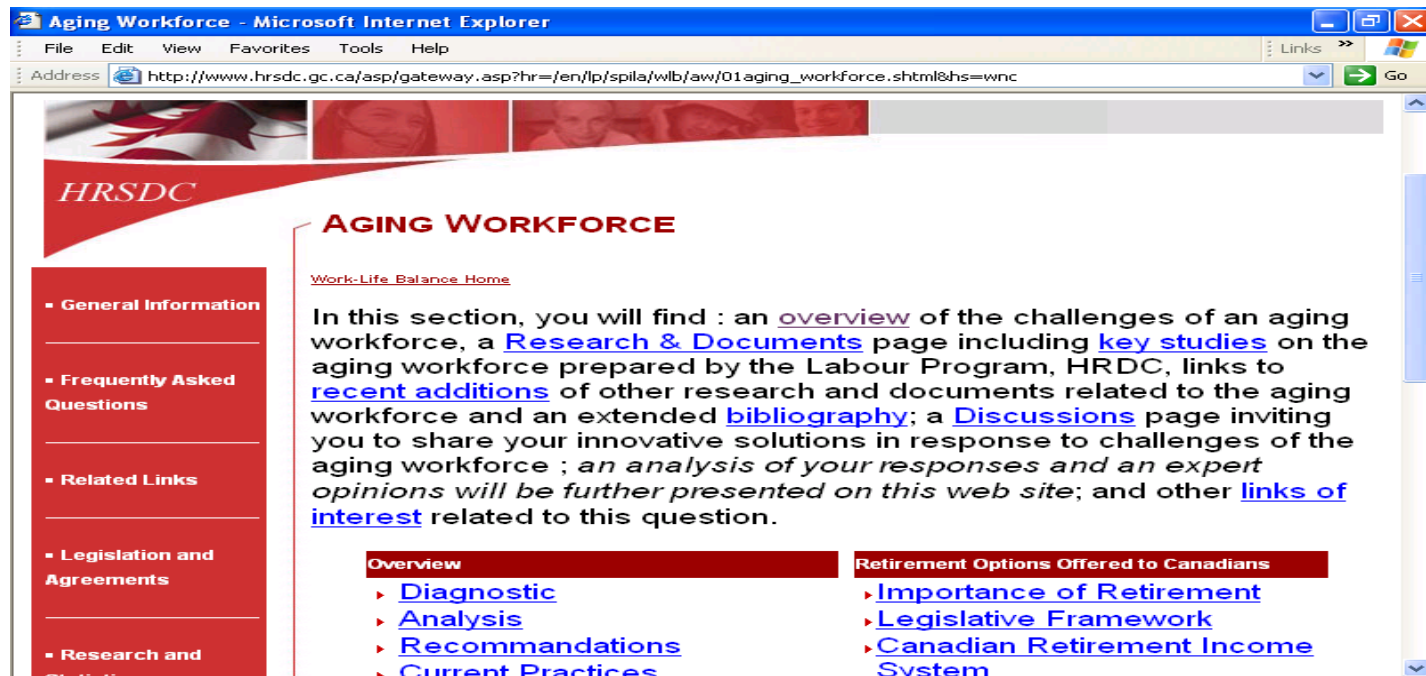
<http://www.hrsdc.gc.ca/asp/gateway.asp?hr=en/lp/spila/wlb/01home.shtml&hs=wnc>



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandrac@ccohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Aging Workers



HRSDC

AGING WORKFORCE

[Work-Life Balance Home](#)

In this section, you will find : an [overview](#) of the challenges of an aging workforce, a [Research & Documents](#) page including [key studies](#) on the aging workforce prepared by the Labour Program, HRDC, links to [recent additions](#) of other research and documents related to the aging workforce and an extended [bibliography](#); a [Discussions](#) page inviting you to share your innovative solutions in response to challenges of the aging workforce ; *an analysis of your responses and an expert opinions will be further presented on this web site*; and other [links of interest](#) related to this question.

Overview	Retirement Options Offered to Canadians
<ul style="list-style-type: none">▶ Diagnostic▶ Analysis▶ Recommendations▶ Current Practices	<ul style="list-style-type: none">▶ Importance of Retirement▶ Legislative Framework▶ Canadian Retirement Income System



Work-life Balance

The screenshot shows a Microsoft Internet Explorer browser window displaying the HRSDC Work-Life Balance website. The browser's address bar shows the URL: http://www.hrsdc.gc.ca/asp/gateway.asp?hr=/en/lp/spila/wlb/06worklife_balance.shtml&hs=wnc. The website features a red header with the HRSDC logo and the title "WORK-LIFE BALANCE". A left-hand navigation menu lists categories such as "General Information", "Frequently Asked Questions", "Related Links", "Legislation and Agreements", "Research and Statistics", "Publications", and "Policies and Standards". The main content area includes a "Work-Life Balance Home" link, an introductory paragraph, and a detailed description of the site's resources. At the bottom, there are two columns of links: "Benefits & Costs" (with a sub-link for "Business Case") and "Implementation, Management & Tools" (with sub-links for "Assessment and Planning Tools", "Culture Change", and "Implementation").

HRSDC

WORK-LIFE BALANCE

[Work-Life Balance Home](#)

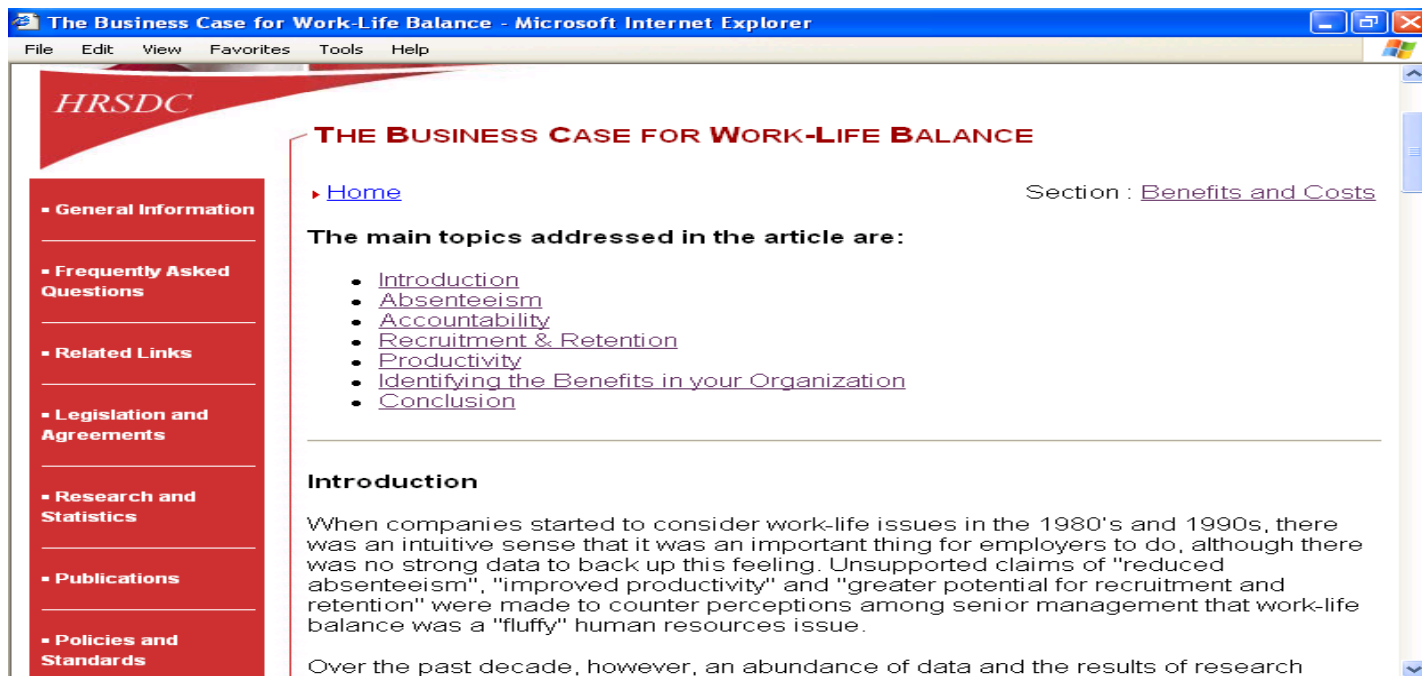
This section has been created to help employers, unions, managers and human resources practitioners and professionals find the most pertinent and recent information on work-life balance. It is a Canadian source of information with easy access to quality materials, resources and links on work-life balance.

What you will find in this section includes: information regarding the [benefits and costs](#) of work-life balance to employers and to the community; a section offering concrete and practical [implementation and management tools](#) to assist organizations design and implement supportive work-life balance programs and policies; [experience and lessons learned](#) by various individuals and organizations concerning work-life balance including [corporate profiles](#), [leader interviews](#), [case studies](#), and [successful and innovative practices](#); definitions and descriptions of individual [workplace programs, policies and practices](#); answers to [frequently asked questions](#) on work-life balance; a section of [Research and Documents](#) including [key studies](#) prepared by the Labour Program, HRDC or experts in the field of work-life balance, links to [recent additions](#) to other research and documents and an extensive [bibliography](#); and links to other [links of interest](#) related to work-life balance.

Benefits & Costs	Implementation, Management & Tools
▶ Business Case	▶ Assessment and Planning Tools
	▶ Culture Change
	▶ Implementation



The business case



The screenshot shows a Microsoft Internet Explorer browser window with the address bar displaying "The Business Case for Work-Life Balance - Microsoft Internet Explorer". The page content includes the HRSDC logo, a navigation menu on the left, and the main article content. The article title is "THE BUSINESS CASE FOR WORK-LIFE BALANCE" and the section is "Benefits and Costs". The main topics addressed in the article are listed as follows:

- [Introduction](#)
- [Absenteeism](#)
- [Accountability](#)
- [Recruitment & Retention](#)
- [Productivity](#)
- [Identifying the Benefits in your Organization](#)
- [Conclusion](#)

The article begins with an **Introduction** section, which states: "When companies started to consider work-life issues in the 1980's and 1990s, there was an intuitive sense that it was an important thing for employers to do, although there was no strong data to back up this feeling. Unsupported claims of "reduced absenteeism", "improved productivity" and "greater potential for recruitment and retention" were made to counter perceptions among senior management that work-life balance was a "fluffy" human resources issue. Over the past decade, however, an abundance of data and the results of research



Checklist for employers

Checklist for Employers (Assessment and Planning) - Microsoft Internet Explorer

Address: http://www.hrsdc.gc.ca/asp/gateway.asp?hr=/en/lp/spila/wlb/imt/10checklist_employers.shtml&hs=wnc

- Research and Statistics
- Publications
- Policies and Standards
- Forms
- E-Services

SERVICES FOR:

- Individuals
- Business

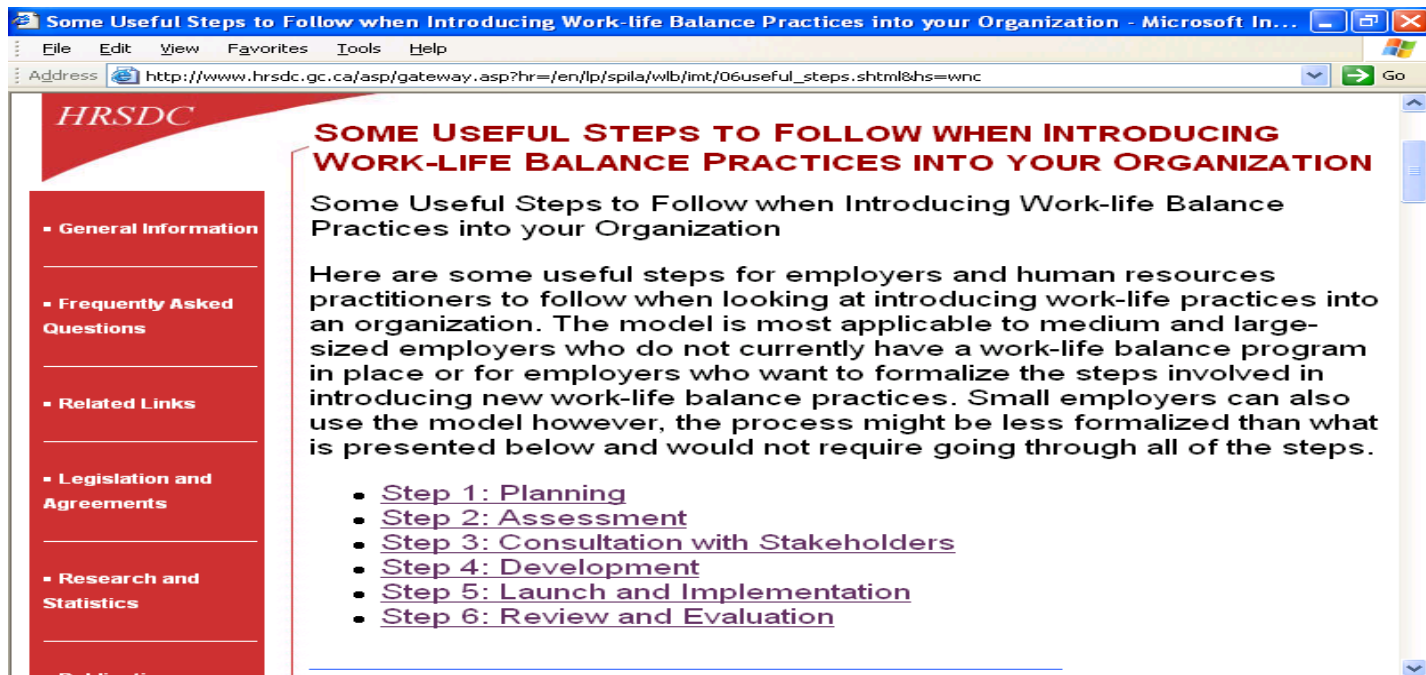
- [Attitudes and Culture](#)
- [Programs](#)
- [Communication](#)

Attitudes and Culture

—	Managers encourage employees to stay home with children or elderly parents in the event of a medical emergency or when their usual care arrangements are unavailable.
—	Managers are conscious of the need to help employees manage their workloads in a way which enables them to participate fully in their personal lives.
—	Managers are flexible around hours of work in order to assist employees in balancing their work and home activities.



Step-by-step guide



The screenshot shows a Microsoft Internet Explorer browser window. The title bar reads "Some Useful Steps to Follow when Introducing Work-life Balance Practices into your Organization - Microsoft In...". The address bar shows the URL "http://www.hrsdc.gc.ca/asp/gateway.asp?hr=/en/lp/spila/wlb/imt/06useful_steps.shtml&hs=wnc". The page content includes the HRSDC logo, a main heading, a sub-heading, a paragraph of text, and a list of six steps.

HRSDC

SOME USEFUL STEPS TO FOLLOW WHEN INTRODUCING WORK-LIFE BALANCE PRACTICES INTO YOUR ORGANIZATION

Some Useful Steps to Follow when Introducing Work-life Balance Practices into your Organization

Here are some useful steps for employers and human resources practitioners to follow when looking at introducing work-life practices into an organization. The model is most applicable to medium and large-sized employers who do not currently have a work-life balance program in place or for employers who want to formalize the steps involved in introducing new work-life balance practices. Small employers can also use the model however, the process might be less formalized than what is presented below and would not require going through all of the steps.

- [Step 1: Planning](#)
- [Step 2: Assessment](#)
- [Step 3: Consultation with Stakeholders](#)
- [Step 4: Development](#)
- [Step 5: Launch and Implementation](#)
- [Step 6: Review and Evaluation](#)

On the left side of the page, there is a red sidebar with the following menu items:

- General Information
- Frequently Asked Questions
- Related Links
- Legislation and Agreements
- Research and Statistics
- Publications



Experiences & Lessons Learned

EXPERIENCE AND LESSONS LEARNED

Home >> [Work-Life Balance](#)

This page presents the experiences of various individuals and organizations concerning work-life balance.

Organizational Profiles

- ▶ [Canadian Auto Workers](#)
- ▶ [Delta Hotels](#)
- ▶ [HSBC Bank Canada](#)
- ▶ [Husky Injection Molding Systems](#)
- ▶ [Irving Paper](#)
- ▶ [Kraft Canada](#)
- ▶ [Northwood Technologies](#)
- ▶ [PanCanadian Petroleum](#)

Case Studies

Innovative Practices

- ▶ [Dependent Care Initiatives](#)
- ▶ [Leave and Benefits](#)
- ▶ [Reduction in Working Hours](#)
- ▶ [Work-life Stress Management](#)
- ▶ [Workplace Flexibility](#)

Leader Profiles and "Quotable Quotes"

- ▶ [David Hillenbrand](#) - President and CEO, Bayer Inc.
- ▶ [Nancy Riche](#) - Secretary-Treasurer, Canadian Labour Congress.
- ▶ [Linda Duxbury](#) - Professor, Carleton University School of Business.
- ▶ [Don McCreesh](#) - Senior VP, Human Resources, Celestica.
- ▶ [Donna Lero](#) - Co-Director of the Centre for Families, Work and Well-Being, University of Guelph.
- ▶ [Kathleen Christie](#) - National Director of Human Resources, Deloitte & Touche LLP.
- ▶ [Judith Martin](#) - Executive Coordinator, Work and Family Unit, Saskatchewan Labour.
- ▶ [Jim Mitchell](#) - President, Steelcase Canada.



Programs, policies & practices

The screenshot shows a Microsoft Internet Explorer browser window displaying the HRSDC website. The address bar shows the URL: http://www.hrsdc.gc.ca/asp/gateway.asp?hr=/en/lp/spila/wlb/11programs_policies_practices.shtml&hs=wnc. The page title is "Workplace Programs, Policies and Practices - Microsoft Internet Explorer". The main content area is titled "WORKPLACE PROGRAMS, POLICIES AND PRACTICES" and includes a breadcrumb trail: "Home >> Work-Life Balance". Below this, a paragraph states: "The following documents provide descriptions and examples of policies, programs and practices. They include the following:". The content is organized into several categories, each with a list of links:

- Dependant care initiatives**
 - ▶ [Emergency child-care](#)
 - ▶ [Emergency eldercare](#)
 - ▶ [Financial assistance for child care expenses](#)
 - ▶ [Workplace child-care](#)
 - ▶ [Information and referral service](#)
- Workplace flexibility**
 - ▶ [Annualized hours](#)
 - ▶ [Compressed work week](#)
 - ▶ [Flextime](#)
 - ▶ [Telework](#)
- Reduction of working time**
 - ▶ [Job sharing](#)
 - ▶ [Gradual retirement](#)
 - ▶ [Voluntary part-time work](#)
- Work-life stress management**
- Leave and benefits**
 - ▶ [Flexible benefits](#)
 - ▶ [Leave for personal reasons](#)
 - ▶ [Maternity leave](#)
 - ▶ [Parental leave](#)
 - ▶ [Paternity leave](#)
 - ▶ [Sick leave](#)
 - ▶ [Vacation](#)

The left sidebar contains navigation links: "General Information", "Frequently Asked Questions", "Related Links", "Legislation and Agreements", and "Research and Statistics".



Sample policy

HRSDC

REDUCTION OF WORKING TIME (WORKPLACE PROGRAMS, POLICIES AND PRACTICES)

Reduction of working time

- ▶ [Gradual retirement](#)
- ▶ [Job sharing](#)
- ▶ [Voluntary part-time work](#)

Gradual retirement

Definition:

Phased or gradual retirement allow older employees, usually with long service records, to progressively reduce their working time and workload over a period of time instead of abruptly shifting from full-time employment to retirement.

Considerations:

- From the employer's point of view, phased retirement programs can be useful in retaining skilled older employees who would otherwise retire (especially in sectors where there is a shortage of entry-level job applicants), in reducing labour costs, or in arranging the training of replacement employees.

Navigation Menu:

- General Information
- Frequently Asked Questions
- Related Links
- Legislation and Agreements
- Research and Statistics



Research & Documents

Research and Documents - Microsoft Internet Explorer

Address: http://www.hrsdc.gc.ca/asp/gateway.asp?hr=/en/lp/spila/wlb/13research_documents.shtml&hs=wnc

RESEARCH AND DOCUMENTS

[Home](#) >> [Work-Life Balance](#)

This page contains references and links, where available, to a large number of reports, articles and papers on a variety of subjects related to work-life balance. The first section offers [key studies](#) prepared by the Labour Program, HRDC or experts in the field of work-life balance. The second section offers [recent additions](#) of other research and documents related to work-life balance. The third section provides an extensive [bibliography](#). You can browse the entire bibliography or search by subject, author, publisher or title.

Key Studies

- ▶ [Improving Work-Life Balance - What Are Other Countries Doing?](#)
- ▶ [Addressing Work-Life Balance in Canada](#)
- ▶ [Voices of Canadians: Seeking Work-Life Balance](#)
- ▶ [Work-Life Balance in Canada: A Report to Ministers Responsible for Labour in Canada](#)
- ▶ [Work and Family Provisions in Canadian Collective Agreements](#)
- ▶ [Work-Related Child-Care Centres in Canada - 2001](#)
- ▶ [Work, Family and Community: Key Issues and Directions for Future Research](#)

Navigation Menu:

- General Information
- Frequently Asked Questions
- Related Links
- Legislation and Agreements
- Research and Statistics
- Publications



FAQs

Frequently Asked Questions - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address <http://www.hrsdc.gc.ca/asp/gateway.asp?hr=/en/lp/spila/wlb/12questions.shtml&hs=wnc> Go

FREQUENTLY ASKED QUESTIONS

[Home](#) >> [Work-Life Balance](#)

This page offers answers to common questions asked by [individuals](#), [managers](#) and [organizations](#) on work-life balance.

For Individuals

- ▶ [What is work-life balance?](#)
- ▶ [How do you know when you've got it?](#)
- ▶ [How do you know when you don't?](#)
- ▶ [What's the difference between work-family and work-life?](#)
- ▶ [How do I work to achieve balance for myself?](#)
- ▶ [Where do you begin?](#)
- ▶ [How do you ask an employer for support?](#)
- ▶ [If I want a flexible work arrangement, how do I initiate that discussion with my manager?](#)
- ▶ [How can I take advantage of flexibility without my career suffering?](#)
- ▶ [What are the consequences of living in imbalance?](#)

For Managers

- ▶ [As a manager, I already have too many priorities to manage. Why](#)



HRSDC, Work-life Balance in Canadian Workplaces offers...

Comprehensive, practical and relevant resources to help organizations address work-life balance issues

- ▶ business case
- ▶ assessment and planning tools
- ▶ case studies
- ▶ sample policies
- ▶ FAQs
- ▶ research & reports



OSH Answers, CCOHS

The screenshot shows a web browser window displaying the CCOHS website. The browser's address bar shows the URL <http://www.ccohs.ca>. The website header includes the CCOHS logo, the text "Canadian Centre for Occupational Health and Safety" and "Centre canadien d'hygiène et de sécurité au travail", and a "Canada Site" link. A navigation menu contains links for "Français", "Contact Us", "Help", "SEARCH", and "Canada Site". Below this, a secondary menu lists "Web Info Service", "Products & Services", "OSH Answers", and "Education & Training". A third menu includes "Home", "About Us", "E-News", "OSH Events", "Resources", and "Shop@CCOHS". The main content area is titled "OSH Answers" and features a paragraph: "This free information service is provided by the Inquiries Service at the Canadian Centre for Occupational Health & Safety. The mandate of CCOHS is to promote improvements in occupational health and safety by providing practical information to answer workplace concerns." To the right of this text is a photograph of a smiling woman. Below the main text are several categorized lists of links: "Biological Hazards" (Hepatitis B, Hantavirus, Tuberculosis, Lyme Disease, Histoplasmosis...), "Chemicals & Materials" (MSDSs, Compressed Gases, Chemical Profiles...), "Diseases Disorders & Injuries" (Asthma, Bursitis, Ganglion Cyst, AIDS, Raynaud's Phenomenon, SARS...), "Ergonomics - Human Factors" (Lifting, Wrist Rests, Computer Mouse, Back Belts, Sitting, Standing...), "Health & Safety Programs" (Accident Investigation, Health & Safety Committees, OHS Policy Statement...), "Information Resources / Referrals" (Books, WCBs, Gov't Agencies...), "Legislation" (Introduction, Due Diligence, WHMIS...), "Occupations & Workplaces" (Hotel Laundry, Supermarket Meat Department, Fish Processing...), "Physical Agents" (Noise Exposure Limits in Canada, Humidex Rating, Lasers in Health Care...), "Prevention/Control of Hazards" (Corrosive Liquids and Solids, Workplace Inspections, PPE...), "Health Promotion/Wellness/Psychosocial" (Violence in the Workplace, Workplace Stress), "Safety" (Forklift Trucks, Ladders, Landscaping, Powered Hand Tools...), and "Work Schedules" (Rotational Shiftwork, Extended Workday...).

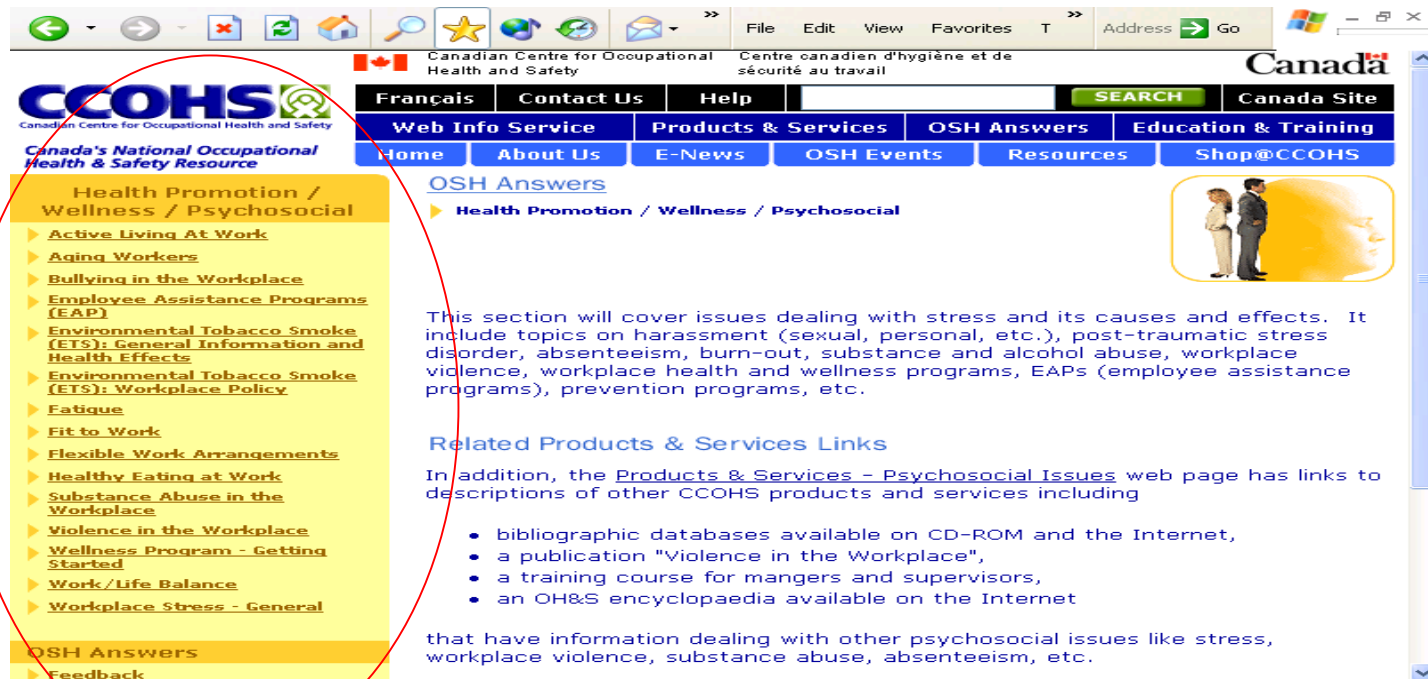
<http://www.ccohs.ca/oshanswers/>



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Health Promotion / Wellness / Psychosocial



The screenshot shows a web browser window displaying the CCOHS website. The browser's address bar shows the URL. The website header includes the CCOHS logo and navigation links for 'Français', 'Contact Us', 'Help', and 'SEARCH'. Below the header is a menu with categories like 'Web Info Service', 'Products & Services', 'OSH Answers', and 'Education & Training'. The main content area is titled 'Health Promotion / Wellness / Psychosocial' and features a list of topics on the left, a central text block, and a list of related products and services links on the right. A red circle highlights the left-hand navigation menu.

Canadian Centre for Occupational Health and Safety / Centre canadien d'hygiène et de sécurité au travail

Canada Site

SEARCH

Web Info Service | Products & Services | OSH Answers | Education & Training

Home | About Us | E-News | OSH Events | Resources | Shop@CCOHS

Health Promotion / Wellness / Psychosocial

- ▶ [Active Living At Work](#)
- ▶ [Aging Workers](#)
- ▶ [Bullying in the Workplace](#)
- ▶ [Employee Assistance Programs \(EAP\)](#)
- ▶ [Environmental Tobacco Smoke \(ETS\): General Information and Health Effects](#)
- ▶ [Environmental Tobacco Smoke \(ETS\): Workplace Policy](#)
- ▶ [Fatigue](#)
- ▶ [Fit to Work](#)
- ▶ [Flexible Work Arrangements](#)
- ▶ [Healthy Eating at Work](#)
- ▶ [Substance Abuse in the Workplace](#)
- ▶ [Violence in the Workplace](#)
- ▶ [Wellness Program - Getting Started](#)
- ▶ [Work/Life Balance](#)
- ▶ [Workplace Stress - General](#)

OSH Answers

- ▶ [Feedback](#)

OSH Answers

▶ [Health Promotion / Wellness / Psychosocial](#)

This section will cover issues dealing with stress and its causes and effects. It include topics on harassment (sexual, personal, etc.), post-traumatic stress disorder, absenteeism, burn-out, substance and alcohol abuse, workplace violence, workplace health and wellness programs, EAPs (employee assistance programs), prevention programs, etc.

Related Products & Services Links

In addition, the [Products & Services - Psychosocial Issues](#) web page has links to descriptions of other CCOHS products and services including

- bibliographic databases available on CD-ROM and the Internet,
- a publication "Violence in the Workplace",
- a training course for managers and supervisors,
- an OH&S encyclopaedia available on the Internet

that have information dealing with other psychosocial issues like stress, workplace violence, substance abuse, absenteeism, etc.



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccoohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

E.g. Bullying in the Workplace

The screenshot shows a Microsoft Internet Explorer browser window displaying the CCOHS website. The page title is "OSHA Answers: Bullying in the Workplace". The website header includes the CCOHS logo, navigation menus for "Français", "Contact Us", "Help", "Web Info Service", "Products & Services", "OSHA Answers", "Education & Training", "Home", "About Us", "E-News", "OSHA Events", "Resources", and "Shop@CCOHS". A search bar and "Canada Site" link are also present. The main content area is titled "Bullying in the Workplace" and contains a list of questions with expandable arrows, such as "What is workplace bullying?", "Is bullying a workplace issue?", and "What are examples of bullying?". Below this is a section for "OSHA Answers" with links for "Feedback", "Disclaimer", and "Printer Friendly Layout". The "Inquiries Service" section explains that the service answers questions on health or safety concerns. The main article, "What is workplace bullying?", defines it as acts or verbal comments that could 'mentally' hurt or isolate a person, and notes that it is usually seen as repeated incidents or a pattern of behavior intended to intimidate, offend, degrade, or humiliate. A "TOP" button is visible on the right side of the page.



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccoohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

National Quality Institute

National Quality Institute - Helping Canada Work Better - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Fransais

NQI Helping Canada Work Better

Excellence

Login

Monday, October 24, 2005

National Quality Institute

NQI - Helping Canada Work Better
NQI is Canada's leading authority on the development and sustainability of excellence through quality and healthy workplace environments.

Improve Your Organization
NQI offers a variety of Products and Services that will help your organization achieve excellence. Increasingly, organizations are choosing to follow NQI's innovative Roadmap to Excellence to help them navigate their journey with impressive results. Follow the map and help find your way on your journey to excellence.

NEWS & EVENTS
Fourteen Canadian Organizations to Receive Canada Awards for Excellence
The National Quality Institute (NQI) today announced the 2005 winners under the prestigious Canada Awards for Excellence (CAE) program.
3M Celebrates Canada Awards for Excellence
3M, winner of the 2005 CAE Quality Award celebrates their success.
NQI updates: Vision, Mission, and Values
NQI has updated our Vision, Mission and Value statements.
[>>> more](#)

ARTICLES
So what are Canadian organizations doing to improve mental health? With

- About NQI
- News and Events
- Training
- Products and Tools
- CAE Awards
- PEP Certification
- Healthy Workplace
- Personnel Certification
- Assessment Services
- Tools for Small Business
- Tools for Schools
- Membership
- Articles
- Roadmap to Excellence
- Job Postings
- Search

www.nqi.ca



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccoohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Healthy Workplace Page

NQI
Helping Canada
Work Better

Excellence

Monday, October 24, 2005

About Healthy Workplace

The notion of workplace health and well-being has evolved significantly in recent years. The holistic workplace health systems of today provide support on many levels - physical, social, personal and developmental - to improve overall employee quality of life both within and outside the workplace. Employers who do this will see dramatic results, including improved morale, productivity and, ultimately, profitability. Some of those employers have achieved the highest recognition for their efforts by receiving the [Canada Awards for Excellence Health Workplace Award](#).

Whether your organization is [just beginning](#) to explore the concept of workplace health, or you wish to improve upon existing policies and programs, we can help. Over time, NQI has been developing [easy-to-use tools](#) and [educational materials](#) to help you manage and improve workplace health and well-being.

healthisworkplaceweek.ca

News & Articles

- [Great West Life committed to a Healthy Workplace](#)
- [Capsule Summary of NQI: Who We Are and What We Do](#)
- [Healthy Workplace Week - Frequently Asked Questions](#)
- [The dollars and sense of health promotion](#)
- [Trust can ease the stress](#)



NQI Canadian Healthy Workplace Criteria



NQI - Healthy Workplace - Products & Services - Microsoft Internet Explorer

File Edit View Favorites Tools Help

NQI
Helping Canada
Work Better

Monday, October 24, 2005

Healthy Workplace - Products & Services

The following is the list of NQI Healthy Workplace products and Services:

Progressive Excellence Program (NQI-PEP) - Healthy Workplace

 [NQI PEP - Healthy Workplace Overview \(free download\)](#)
The NQI-PEP Healthy Workplace Progressive Excellence Program is the implementation "Roadmap" for the Canadian Healthy Workplace Criteria, consisting of four levels of certification and recognition.

[Download Now](#)

NQI Healthy Workplace Criteria

 [Canadian Healthy Workplace Criteria - Overview \(free Download\)](#)
The Canadian Healthy Workplace Criteria addresses a broad-based approach to health and wellness issues in the workplace. The Criteria brings together environmental, physical, mental, safety and social...

[Download Now](#)

Online Survey and Assessment Tools

- About NQI
- News and Events
- Training
- Products and Tools
- CAE Awards
- PEP Certification
- Healthy Workplace
 - About Healthy Workplace Resources
 - Healthy Workplace Award Courses
- Products & Services
- Healthyworkplaceweek.ca
- Personnel Certification
- Assessment Services
- Tools for Small Business
- Tools for Schools
- Membership
- Articles
- Roadmap to Excellence
- Job Postings



Healthy Workplace Courses

NQI - Healthy Workplace Courses - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Healthy Workplace - Courses

Over time, NQI has been developing easy-to-use tools and educational materials to help you manage and improve workplace health and well-being.

The following is a list of Healthy Workplace Training Courses

	Healthy Workplace Implementation Workshop Excellerate your organization into a Healthy Workplace. Learn how you can improve your organization and become more successful by implementing the widely recognized NQI - Progressive Excellence Program for a Healthy Workplace. (2-days)	Price: \$895.00	First availability: Ottawa Nov 23 - 24, 2005	<input type="button" value="Register Online for this date"/> OR <input type="button" value="Pick another date"/>
	<input type="button" value="Course details and schedule"/>			
	NQI Framework for the Development of a Healthy Workplace - Online Learning This program provides a set of building blocks for developing a physically and socially healthy workplace. For organizations embarking on a workplace wellness strategy, as well as those wanting to evaluate current effectiveness.	Price: \$395.00	On-line Course Available 24x7	<input type="button" value="Purchase Online"/>
	<input type="button" value="Course details"/>			
	Senior Leadership Overview - Healthy Workplace The journey to organizational excellence, from setting out a strategic			



Sandra Clark, Information Specialist
 Canadian Centre for Occupational Health and Safety
 sandrac@ccoohs.ca Toll-free: 1-800-668-4284
 International: 1-905-570-8094
 www.ccoohs.ca

CCOHS' Series of Free Webinars During
 Canada's Healthy Workplace Week
 October 2005

NQI offers...

Services, certification and resources to assist organizations in developing healthy workplaces

Offer the Canadian Healthy Workplace Criteria.

Also offer courses and publications.



Healthyworkplaceweek.ca

HealthyWorkPlaceWeek.ca - Microsoft Internet Explorer

File Edit View Favorites Tools Help

he⁺lthyworkplaceweek.ca

October 24-30, 2005 ABOUT US | FAQ | SPONSORSHIP | MEDIA | COUNCIL | CONTACT US | AWARDS

Français

Home

CHWW 2005

Getting Started

Resource Well

Downloads

Online Boutique

Archives

What's New?

Attend the 9th annual Health, Work & Wellness Conference October 20-22nd, 2005 in Montreal

Register for the 2005 Canada Awards for Excellence & Performance Excellence Summit, October 20th, 2005

Make us your year-round resource for Workplace Health!

Canada's Healthy Workplace Week is a yearly celebration of workplace health in Canadian organizations.

A specific week is set aside each year to increase awareness about the importance of workplace health to personal and organizational performance.

This year that week is October 24-30, 2005.

During Canada's Healthy Workplace Week there are many activities on this site that you and your organization can participate in. [Click here](#) for details!

Year-round there are plenty of ideas in the [Long-Term Strategies section](#) to assist you in developing a strategic, comprehensive approach to organizational health.

2005 Sponsors

Platinum:

Great-West Life
STRONGER COMMUNITIES TOGETHER™

Toronto Hydro Corporation

Gold:

DOFASCO
Our product is steel. Our strength is people.

gsk
GlaxoSmithKline

Puralator

Sun Life Financial

www.healthyworkplaceweek.ca



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

This year's theme...

HealthyWorkPlaceWeek.ca - Microsoft Internet Explorer

File Edit View Favorites Tools Help

he⁺althyworkplaceweek.ca

HealthyWorkPlaceWeek.ca

October 24-30, 2005 ABOUT US | FAQ | SPONSORSHIP | MEDIA | COUNCIL | CONTACT US | AWARDS

Français ▶

Home ▶

CHWW 2005 ▶

Theme ▶

Activities ▶

Strategies ▶

Getting Started ▶

Resource Well ▶

Downloads ▶

Online Boutique ▶

Archives ▶

What's New?

Participate in 2 complimentary "Webinars" during CHWW:
* Tuesday, October 25

CHWW 2005

The Theme for Canada's Healthy Workplace Week 2005 is **Healthy Workplace Outcomes**. This section is being updated regularly with activities and ideas to implement during the Week, as well as long-term strategies to focus on throughout the year. Please check the [Activities](#) section and the [Long Term Strategies](#) section regularly for updates.

CHWW Goals

- Increase awareness of comprehensive workplace health in Canada
- Build awareness of workplace health research and how its outcomes apply to business productivity
- Through healthyworkplaceweek.ca generate awareness and use of the healthy workplace tools and resources available to Canadian organizations
- Increase the number of healthy workplaces in Canada

[Send this page to a friend](#)
[Printer friendly page](#)

2005 Sponsors

Platinum:

Great-West Life
Stronger Communities Together™

toronto hydro corporation

Gold:

DOFASCO
Our product is steel. Our strength is people.

gsk GlaxoSmithKline

Purolator

Sun Life Financial



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccoohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Activities for you & your workplace

HealthyWorkPlaceWeek.ca - Microsoft Internet Explorer

File Edit View Favorites Tools Help

he^hlthyworkplaceweek.ca

October 24-30, 2005 ABOUT US | FAQ | SPONSORSHIP | MEDIA | COUNCIL | CONTACT US | AWARDS

Français ▶

Home ▶

CHWW 2005 ▶

Theme ▶

Activities ▶

Strategies ▶

Getting Started ▶

Resource Well ▶

Downloads ▶

Online Boutique ▶

Archives ▶

What's New?

Participate in 2 complimentary "Webinars" during

2005 Activities

For organizations and individuals interested in participating in Canada's Healthy Workplace Week 2005, this page will provide you with a selection of ideas and activities that can be adapted to fit your needs.

The Activities are separated into 3 sections:

- [Activities to Enhance your Personal Well-being](#)
- [Activities to Support Managers](#)
- [Activities for Organizations to Implement](#)

Each of the activities has been provided by consultants who practice in the field of organizational health and wellness. To read more on each of the consultants, [click here](#).

ACTIVITIES TO ENHANCE YOUR PERSONAL WELL-BEING

For individuals, use the [personal planner](#) as your own

2005 Sponsors

Platinum:

- Great-West Life
- toronto hydro corporation

Gold:

- DOFASCO
- gsk GlaxoSmithKline
- Purolator
- Sun

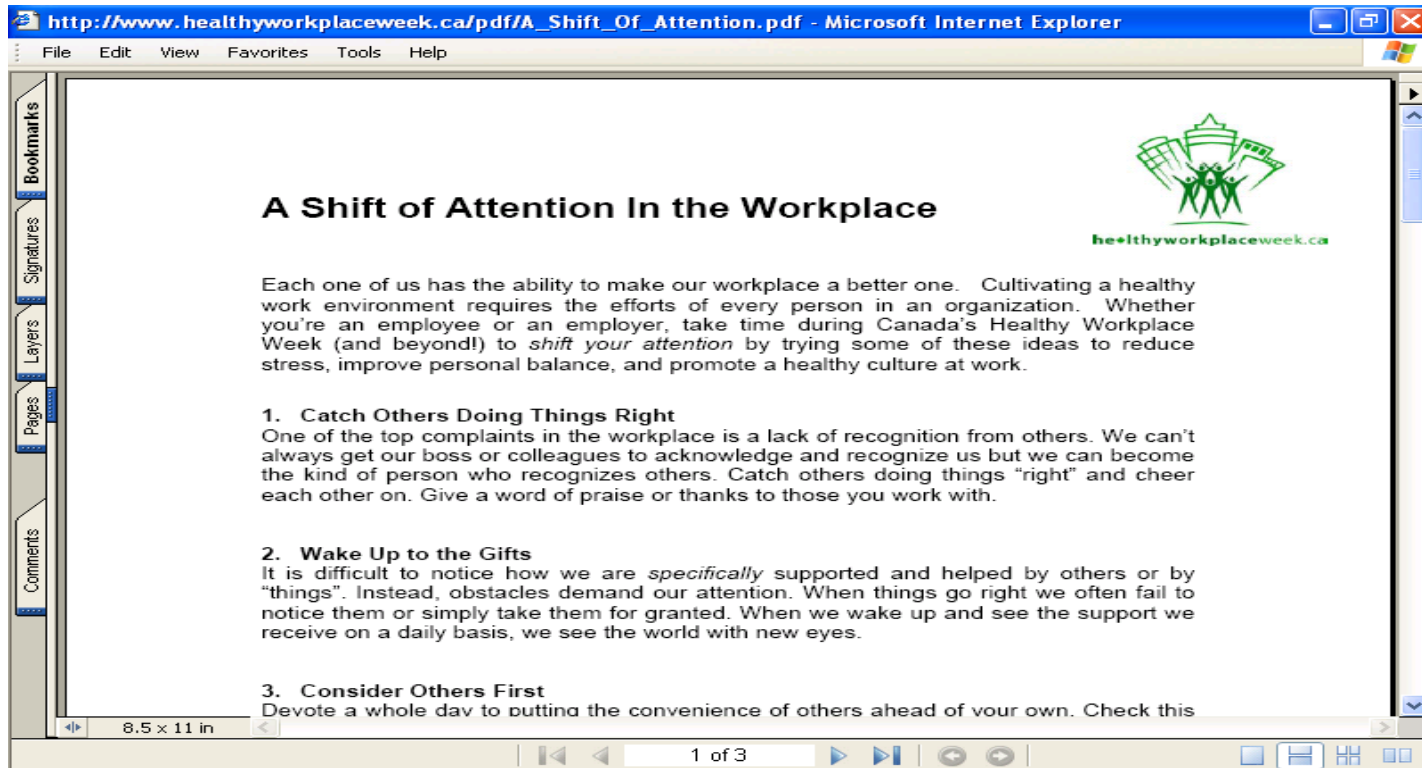
Internet



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccoohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

E.g. Activity Sheet



The screenshot shows a Microsoft Internet Explorer browser window. The address bar displays the URL: http://www.healthyworkplaceweek.ca/pdf/A_Shift_Of_Attention.pdf. The browser's menu bar includes File, Edit, View, Favorites, Tools, and Help. On the left side, there is a sidebar with buttons for Bookmarks, Signatures, Layers, Pages, and Comments. The main content area displays the title "A Shift of Attention In the Workplace" in bold black text. To the right of the title is a green logo for healthyworkplaceweek.ca, which features stylized figures holding up a banner. Below the title, there is a paragraph of text: "Each one of us has the ability to make our workplace a better one. Cultivating a healthy work environment requires the efforts of every person in an organization. Whether you're an employee or an employer, take time during Canada's Healthy Workplace Week (and beyond!) to *shift your attention* by trying some of these ideas to reduce stress, improve personal balance, and promote a healthy culture at work." This is followed by three numbered sections: "1. Catch Others Doing Things Right", "2. Wake Up to the Gifts", and "3. Consider Others First". The status bar at the bottom indicates a page size of 8.5 x 11 in and shows "1 of 3" pages.

A Shift of Attention In the Workplace

Each one of us has the ability to make our workplace a better one. Cultivating a healthy work environment requires the efforts of every person in an organization. Whether you're an employee or an employer, take time during Canada's Healthy Workplace Week (and beyond!) to *shift your attention* by trying some of these ideas to reduce stress, improve personal balance, and promote a healthy culture at work.

- 1. Catch Others Doing Things Right**

One of the top complaints in the workplace is a lack of recognition from others. We can't always get our boss or colleagues to acknowledge and recognize us but we can become the kind of person who recognizes others. Catch others doing things "right" and cheer each other on. Give a word of praise or thanks to those you work with.
- 2. Wake Up to the Gifts**

It is difficult to notice how we are *specifically* supported and helped by others or by "things". Instead, obstacles demand our attention. When things go right we often fail to notice them or simply take them for granted. When we wake up and see the support we receive on a daily basis, we see the world with new eyes.
- 3. Consider Others First**

Devote a whole day to putting the convenience of others ahead of your own. Check this



Resource Well

HealthyWorkPlaceWeek.ca - Microsoft Internet Explorer

File Edit View Favorites Tools Help

he⁺lthyworkplaceweek.ca

October 24-30, 2005 ABOUT US | FAQ | SPONSORSHIP | MEDIA | COUNCIL | CONTACT US | AWARDS

Français ▶

Home ▶

CHWW 2005 ▶

Getting Started ▶

Resource Well ▶

Downloads ▶

Online Boutique ▶

Archives ▶

What's New?

Participate in 2 complimentary "Webinars" during CHWW

Attend the 9th annual Health, Work & Wellness Conference October 20-22nd, 2005 in Montreal

RESOURCE WELL

Use the Resource Well to find the information you need for a successful Healthy Workplace Week and beyond!

KEY RESOURCES:

- [Canadian Health Network Workplace Health Centre](#)
- Canadian Centre for Occupational Health and Safety www.ccohs.ca
- National Quality Institute www.nqi.ca
- [About Resource Well](#)
- [Browse Resources by Topic](#)
- [More information on Key Resources](#)

Send this page to a friend

2005 Sponsors

Platinum:

- Great-West Life
- toronto hydro corporation

Gold:

- DOFASCO
- gsk GlaxoSmithKline
- Purolator
- Sun

Internet



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Canadian Policy Research Networks (CPRN)

Canadian Policy Research Network - Microsoft Internet Explorer

File Edit View Favorites Tools Help

10th Anniversary CPRN 2005 10e anniversaire RCRPP
Fresh Ideas for Canada's Future

Dialogue and Summit for Young Canadians 2005

Search
Advanced Search

Research Networks Research Themes Supporting CPRI Publications Newsroom People President's Page About CPRI

October 24, 2005
Français

e-network
JOB Quality.ca
Diversity Gateway
Kids Canada

Family Network
Health Network
Public Involvement Network
Work Network

Welcome to the Canadian Policy Research Networks!

Our mission is to help make Canada a more just, prosperous and caring society. We seek to do this through excellent and timely research, effective networking and dissemination, and by providing a valued neutral space within which an open dialogue among all interested parties can take place.

We hope you will find this site accessible, useful and friendly. If you have any trouble

What's New at CPRN:

- Engaging Communities in Policy
- Without a Paddle: What to do About Canada's Young Drop-outs
- Job Quality Web Site Visitor Survey
- Fall Edition of NetworkNews
- Assessing the CAPC/CPNP

www.cprn.org



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccohts.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohts.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

CPRN – The Work Network

Canadian Policy Research Network - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Family Network
Health Network
Public Involvement Network
Work Network
- People
- Research Themes
- Publications
- Events
- Links

e-network

JOB Quality.ca

Diversity Gateway

Kids Canada

Work Network

The **Work Network** explores the cutting edge of labour market and workplace change and the evolving interface between learning and work. The Network has built an impressive track record, making vital contributions to public discussions of emerging work and learning issues, policy development, and employer's best practices. Our focus is on how learning achievement, labour market conditions and work environments influence outcomes important to workers, employers and public policy. By highlighting how the changing world of work affects the lives of Canadians, our research contributes to informed public discussion of policy options.

An overarching objective of our work is to identify strategies that provide "inclusive" paths to strong economic performance. That is, we seek to identify policies that will

Spotlight On...

Participation in Post-secondary Education

With a new academic year underway at universities and colleges across Canada, we focus on participation in post-secondary education. What factors affect access to post-secondary education today and for whom?

For more on these issues, see these CPRN reports:

Getting There and Staying There: Low-income Students and Post-secondary Education

A Family Affair: The Impact of Paying for College or University



Research Themes

Canadian Policy Research Network - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Family Network
Health Network
Public Involvement Network
Work Network
- People
- **Research Themes**
- Publications
- Events
- Links

e-network

JOB Quality.ca

Diversity Gateway

Kids Canada

Work Network Themes

Job Quality

- » Employment Relationships
- » Healthy and Supportive Workplaces / Work-life Balance
- » Human Resource Renewal in Government
- » Job Quality in the Non-profit Sector
- » Quality of Employment Indicators - www.jobquality.ca
- » The Ageing Workforce

The Learning and Work Nexus

- » Adult Learning
- » Foundations for Success
- » Post-secondary Education - Demand and Supply Issues

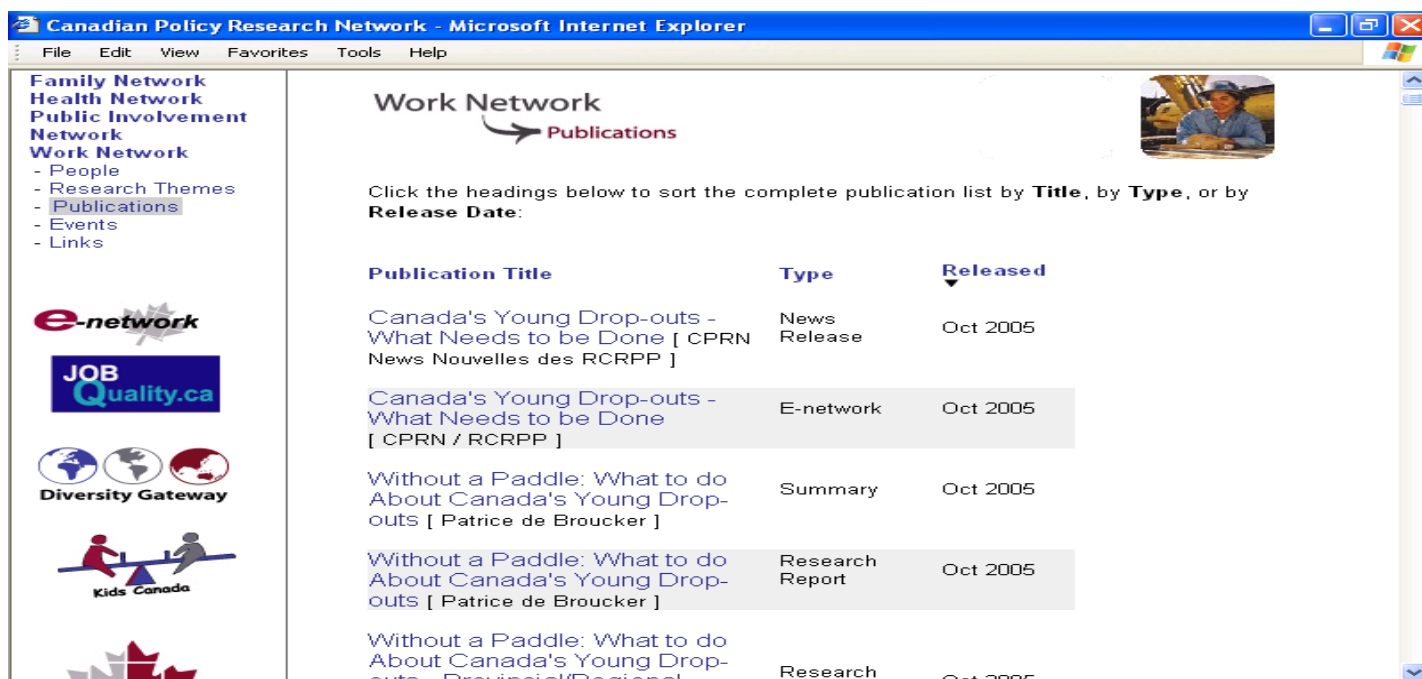
Vulnerability in Labour Markets

[email to a friend](#) [printer friendly](#)

Copyright © 2004 Canadian Policy Research Networks, Inc. All rights reserved.
| [Privacy Information](#) | [Contact Us](#) |



Where to find Studies



The screenshot shows a Microsoft Internet Explorer browser window displaying the Canadian Policy Research Network website. The browser title is "Canadian Policy Research Network - Microsoft Internet Explorer". The website has a navigation menu on the left with links for Family Network, Health Network, Public Involvement Network, Work Network, People, Research Themes, Publications, Events, and Links. The main content area is titled "Work Network" and features a "Publications" section. Below this, there is a table of publications with columns for "Publication Title", "Type", and "Released".

Publication Title	Type	Released
Canada's Young Drop-outs - What Needs to be Done [CPRN News Nouvelles des RCRPP]	News Release	Oct 2005
Canada's Young Drop-outs - What Needs to be Done [CPRN / RCRPP]	E-network	Oct 2005
Without a Paddle: What to do About Canada's Young Drop-outs [Patrice de Broucker]	Summary	Oct 2005
Without a Paddle: What to do About Canada's Young Drop-outs [Patrice de Broucker]	Research Report	Oct 2005
Without a Paddle: What to do About Canada's Young Drop-outs - Provincial/Regional	Research	Oct 2005



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccoohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

JobQuality.ca



www.jobquality.ca



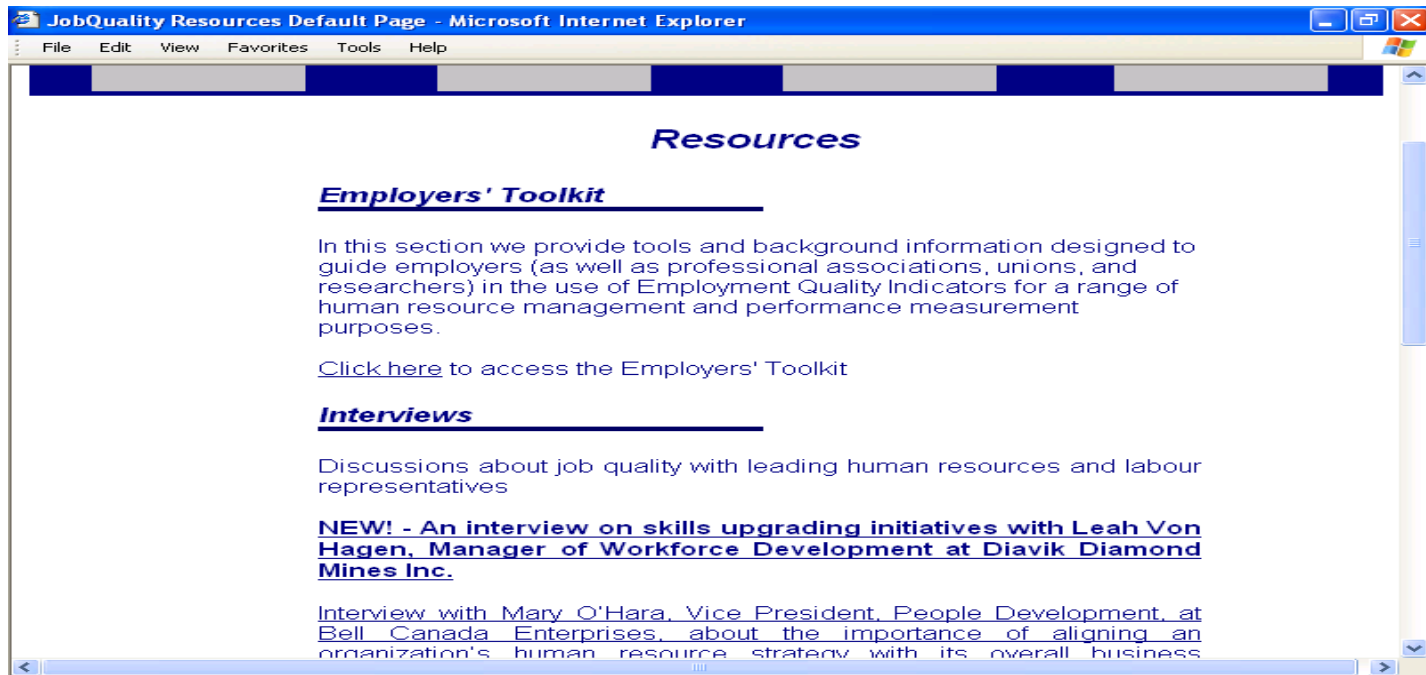
Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandrac@ccohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Indicators



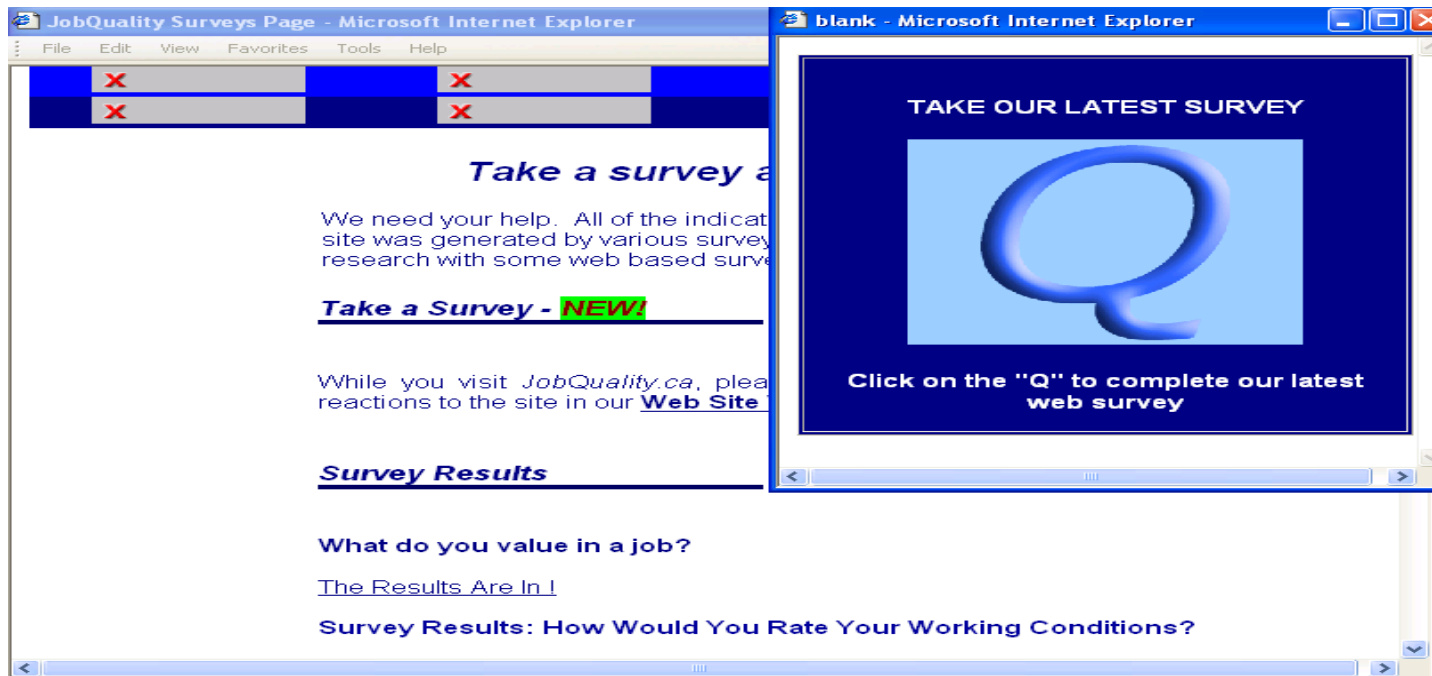
JobQuality.ca Resources



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandrac@ccohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Your input wanted - surveys



CPRN...

Offers relevant research on the labour market, workplace change, and the way work affects the lives of Canadians.

JobQuality.ca – data on social indicators of employment conditions and workplace environment e.g. job satisfaction, work-life balance

E-Network – free e-notification service for new publications, reports, events, etc.

Surveys



The Health Communication Unit (THCU)

The Health Communication Unit - Home - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Welcome Centre

T H C U
THE HEALTH COMMUNICATION UNIT
at the Centre for Health Promotion, University of Toronto

- **ABOUT THCU**
- **WORKSHOPS AND EVENTS**
- **CONSULTATION SERVICES**
- **INFORMATION AND RESOURCES**
- **CONTACT US**

**We are moving to our new home
HEALTH SCIENCES BUILDING**

Effective September 16, 2005, our new mailing address will be:

Related THCU Webpages
NEW Youth Engagement Training Project website
Workplace Health Promotion Website

News and Updates as of June 23
NEW Now accepting registrations for *Introduction to THCU's Online Interactive Communication Planner and Managing the Campaign Development Process* webinars. **Click here to find out more.** Oct 20
New audience profile for baby boomers June 23
New audience profile for teens and updates to the seniors profile June 16
Menu of outcome objectives added to THCU Resources for Step 5 of our communication

www.thcu.ca



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccoohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Workplace Health Promotion



The screenshot shows a Microsoft Internet Explorer browser window displaying the homepage of The Health Communication Unit (THCU). The browser's address bar shows "The Health Communication Unit - Home - Microsoft Internet Explorer". The website features a navigation menu with the following items:

- ABOUT THCU
- WORKSHOPS AND EVENTS
- CONSULTATION SERVICES
- INFORMATION AND RESOURCES
- CONTACT US

On the right side of the page, there are sections for "Related THCU Webpages" and "News and Updates as of June 23".

Related THCU Webpages

- NEW** Youth Engagement Training Project website
- Workplace Health Promotion Website

News and Updates as of June 23

- NEW** Now accepting registrations for *Introduction to THCU's Online Interactive Communication Planner* and *Managing the Campaign Development Process* webinars. **Click here to find out more.** Oct 20
- New audience profile for baby boomers June 23
- New audience profile for teens and updates to the seniors profile June 16
- Menu of outcome objectives added to THCU Resources for Step 5 of our communication**

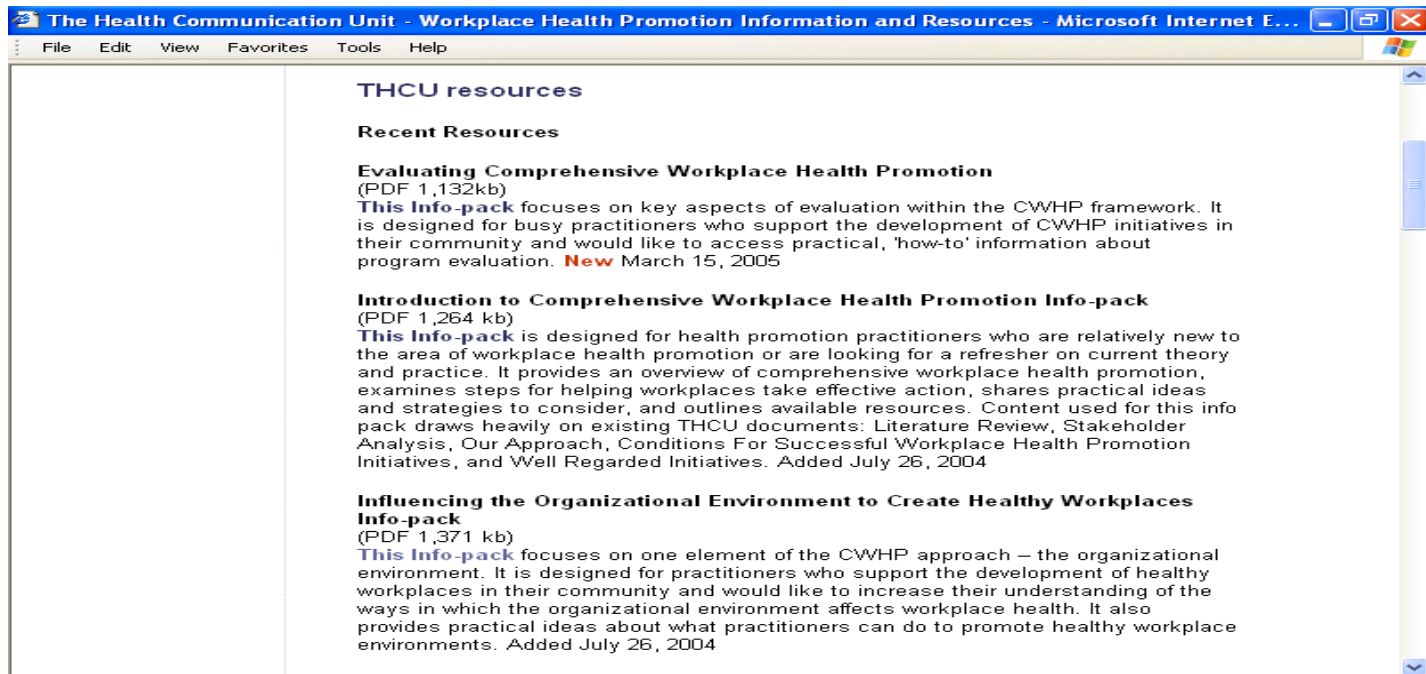
A central announcement box states: "We are moving to our new home HEALTH SCIENCES BUILDING. Effective September 16, 2005, our new mailing address will be:"



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccoohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Information & Resources



The screenshot shows a Microsoft Internet Explorer browser window with the title bar "The Health Communication Unit - Workplace Health Promotion Information and Resources - Microsoft Internet E...". The address bar is empty. The menu bar includes "File", "Edit", "View", "Favorites", "Tools", and "Help". The main content area displays the following text:

THCU resources

Recent Resources

Evaluating Comprehensive Workplace Health Promotion
(PDF 1,132kb)
This Info-pack focuses on key aspects of evaluation within the CWHP framework. It is designed for busy practitioners who support the development of CWHP initiatives in their community and would like to access practical, 'how-to' information about program evaluation. **New** March 15, 2005

Introduction to Comprehensive Workplace Health Promotion Info-pack
(PDF 1,264 kb)
This Info-pack is designed for health promotion practitioners who are relatively new to the area of workplace health promotion or are looking for a refresher on current theory and practice. It provides an overview of comprehensive workplace health promotion, examines steps for helping workplaces take effective action, shares practical ideas and strategies to consider, and outlines available resources. Content used for this info pack draws heavily on existing THCU documents: Literature Review, Stakeholder Analysis, Our Approach, Conditions For Successful Workplace Health Promotion Initiatives, and Well Regarded Initiatives. Added July 26, 2004

Influencing the Organizational Environment to Create Healthy Workplaces Info-pack
(PDF 1,371 kb)
This Info-pack focuses on one element of the CWHP approach – the organizational environment. It is designed for practitioners who support the development of healthy workplaces in their community and would like to increase their understanding of the ways in which the organizational environment affects workplace health. It also provides practical ideas about what practitioners can do to promote healthy workplace environments. Added July 26, 2004



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccoohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Workplace Virtual Community

THCU Workplace Virtual Community - Microsoft Internet Explorer

File Edit View Favorites Tools Help

THCU WORKPLACE Virtual Community

THCU HOME

Community Home Page

Community Topics	Latest Contributions
<p>Conference (28)</p> <p>Happenings (15)</p> <p>Lessons Learned (3)</p> <p>Opinions (6)</p> <p>Resources (13)</p>	<p>Happenings</p> <p>Healthy Workplace Week Webinars</p> <p>Oct. 21, 2005 Ali Kilbourn</p> <p>Healthy Workplace Week Webinars Tuesday, 25 October 2005 October 25 and 26, 2005 Join the Canadian Centre for Occupational Health and Safety (CCOHS) as they support and celebrate Canada's Healthy Workplace Week 2005! This year's theme is "Healthy Workplace Outcomes. Full Story</p> <hr/> <p>Resources</p> <p>Physical Activity Resource Centre's Oct 05 Workplace Wellness newsletter</p> <p>Oct. 19, 2005 Nancy Dubois</p> <p>This resource is from Ontario's Physical Activity Resource Centre and is in celebration of Healthy Workplace Week. Full Story</p> <hr/> <p>Happenings</p> <p>Companies should regard their employees</p>

THCU's Workplace Health Promotion project's Virtual Community is a place where you can share your insights, opinions and resources relating to supporting comprehensive workplace health promotion initiatives.

The Virtual Community is intended for health promotion intermediaries working



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Workplace Health Promotion Resources database

Web Information Service - Microsoft Internet Explorer

File Edit View Favorites Tools Help

MSDS plus CHEMINFO
MSDS Management Service *NEW!*

CHEMpendium
RTECS®
OSH References
Canadian enviroOSH
Legislation
Academic Support Program
Labour Support Program

Help
[Help - Searching](#)
[Help - Results and Toolbar](#)
[Help - Databases](#)

More Information
[Free Trial Option\(s\)](#)
[Pricing and Ordering](#)
[Terms of Use](#)
[Disclaimer](#)

clientservices@ccoohs.ca
1-800-668-4284 (CAN & US)
1-905-570-8094
Fax: 1-905-572-2206

Material Safety Data Sheets
CHEMINFO

MSDS Management Service *NEW!*

CHEMpendium™
CHEMINFO, CESARS, CHRIS,
DSL/NDSL, HSDB, NJHS Fact
Sheets, NIOSH Pocket Guide,
Transport TDG, Transport 49CFR

*French / †Spanish versions of these databases are also available, follow the links provided in the side bar.

Registry of Toxic Effects of
Chemical Substances

OSH References
OSHLINE, NIOSHTIC, NIOSHTIC-
2, HSELINE, CISILO, Canadiana

Canadian enviroOSH
Legislation plus Standards
National or Regional Editions

Additional Resources

► Search using search box above or go to these websites:

OSH Answers *FREE!*
Answers to hundreds of
frequently asked health
and safety questions.

IPCS INCHEM *FREE!*
Publications on chemicals
from United Nations
agencies

ILO Encyclopaedia
Thousands of articles covering all
aspects of health and safety, by
respected international experts.

Specialized Databases *FREE!*
CHEMINDEX
Fatality Reports
WHMIS Classifications
**Workplace Health Promotion
Resources**

Advanced Searches:
[MSDS](#) | [CHEMINFO](#) | [CHEMpendium](#) | [DSL/NDSL](#) | [HSDB](#) | [RTECS](#) | [OSH References](#)

<http://ccinfoweb.ccohs.ca/>



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Search database

The screenshot shows a web browser window titled "Workplace Health Promotion Resources Search - Microsoft Internet Explorer". The page features the CCOHS logo and navigation menus. The main content area displays "Workplace Health Promotion Resources Search" with a search bar and a "SEARCH" button. Below the search bar, there are "Examples" of search terms: "evaluation", "organizational change", and "Shain, Martin". The page also includes a sidebar with various service links and a "Subscriber Extras!" button.

Canadian Centre for Occupational Health and Safety / Centre canadien d'hygiène et de sécurité au travail

Canada

Français Contact Us Help SEARCH Canada Site

Web Info Service Products & Services OSH Answers Education

Home About Us E-News OSH Events Resources Shop@CCOHS

► CCOHS Home ► Web Information Service

Workplace Health Promotion Resources Search

SEARCH HELP ? Subscriber Extras!

Examples: evaluation
"organizational change"
Shain, Martin

Web Info Service

Search:
Web Information Service
MSDS plus CHEMINFO
CHEMpendium
RTECS@
OSH References
Canadian enviroOSH
Legislation

Collection Information

More about:
Workplace Health Promotion Resources

Help

Help - Searching
Help - Results and Toolbar
Help - Databases

More Information

Free Trial Option(s)



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandrac@ccohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Mental Health Works

www.mentalhealthworks.ca



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccoohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

For Employers

The screenshot shows a web browser window titled "Mental Health Works - Employers - Microsoft Internet Explorer". The browser's address bar and menu (File, Edit, View, Favorites, Tools, Help) are visible. The website header features the "mental health WORKS" logo and the tagline "Complex issues. Clear solutions." Below the header is a navigation menu with categories: Employers, Employees, Mental Health Facts, Links & Resources, News Review, Training and Tools, Who We Are, Become a Sponsor, Contact Us, Site Map, Privacy Policy, Website Policies, and Home. The main content area is titled "Talking to your employee" and includes a question-and-answer section. The question asks how to approach an employee about their mental illness, and the answer explains the employer's responsibility to provide support and accommodations. A "Read more" link is provided. To the right of the main content is a sidebar with a search box, a "Go" button, and a "Search Tips" link. Below the search box is a small image of a person working at a computer. Further down the sidebar, there are two promotional sections: "Training and Tools" which mentions an interactive learning program called "Working It Out: A Manager's Guide to Mental Health and Accommodation in the Workplace," and "Halton Training" which mentions an award-winning program called "Complex Issues."

mental health WORKS Complex issues. Clear solutions.

Employers
Recognizing the Problem

Employees
Talking to your Employee

Mental Health Facts
Rights & Responsibilities

Links & Resources
Accommodations

News Review
Talking to Other Staff

Training and Tools
Prevention

Who We Are
Hiring

Become a Sponsor
All Employer Questions

Contact Us

Site Map

Privacy Policy

Website Policies

Home

Talking to your employee

Q: How can I approach an employee about their mental illness?
A: You may see behavior or performance signs that suggest an employee has a mental health problem. As an employer (or a manager or supervisor) you have a responsibility both to the individual and the organization to take action if you suspect that this is the case. You may be able to provide the employee with an opportunity to get the supports, professional help, and workplace accommodation they need so that they can continue working productively... [\[Read more\]](#)

Q: How can I tell if someone is mentally ill?
A: As an employer, manager, or supervisor, it is not your job or your responsibility to diagnose a mental health problem. However, being aware of the signs that suggest someone might be experiencing a mental illness is important. Mental illness includes a broad range of symptoms and behaviours... [\[Read more\]](#)

Search Site

Go
Click for [Search Tips](#)

Training and Tools
Order our interactive learning program, "Working It Out: A Manager's Guide to Mental Health and Accommodation in the Workplace," and workshops for managers and employees, in our [Training and Tools](#) section.

Halton Training
Mental Health Works will deliver our award-winning "Complex Issues."



For Employees

The screenshot shows a web browser window titled "Mental Health Works - Employees - Microsoft Internet Explorer". The website has an orange header with the logo "mental health WORKS" and the tagline "Complex issues. Clear solutions." Below the header is a navigation menu with categories like "Employers", "Employees", "Mental Health Facts", "Links & Resources", "News Review", "Training and Tools", "Who We Are", "Become a Sponsor", "Contact Us", "Site Map", "Privacy Policy", "Website Policies", and "Home". The "Employees" section is expanded, showing sub-topics: "Recognizing the Problem", "Talking to your Employer", "Rights & Responsibilities", "Accommodations", "Talking to Co-Workers", "Prevention", "Hiring", and "All Employee Questions". A search box is located on the right side of the page. The main content area features a question: "Q: Where can I find help?" followed by an answer: "A: If you are distressed (for example, feeling anxious or depressed) and think that you may have a mental health problem, you should seek help. Remember that everyone feels stressed or anxious from time to time. If the feelings continue for more than two weeks, prevent you from eating, sleeping or working, interfere with the quality of your relationships, or if you want to harm yourself, you should seek help. [Read more]". Below this is a section titled "Talking to your employer" with another question: "Q: How can I tell an employer that I'm ill? What should I say?" and an answer: "A: Deciding to tell your employer that you have a mental illness usually requires preparation. Depending on the organization, you may want to talk to someone in the employee health centre, a job coach or therapist ahead of time to plan what you will say. Because people generally do not talk about their mental illness... [Read more]". At the bottom of the page, there is a section titled "Rights and Responsibilities". A small image of a smiling man is visible on the right side of the page. A search box with a "Go" button and a "Click for Search Tips" link is also present. A "W3C WAI-A WCAG 1.0" logo is visible in the bottom left corner of the page content.



Mental health resources

The screenshot shows a web browser window titled "Mental Health Works - Search Links - Microsoft Internet Explorer". The website has a blue header with the text "mental health WORKS" and the tagline "Complex issues. Clear solutions." Below the header is a navigation menu with options like "Employers", "Employees", "Mental Health Facts", "Links & Resources", "News Review", "Training and Tools", "Who We Are", "Become a Sponsor", "Contact Us", "Site Map", "Privacy Policy", "Website Policies", and "Home".

The main content area is titled "Links & Resources" and contains a "Search Links" section with a search box, a "Subject" dropdown menu set to "All", and radio buttons for "All countries" (selected) and "Canada only". A "Search" button is located below these options.

Below the search section is a "Browse Links by Subject" section with a grid of links: Accessibility, Accommodation, Addiction, Anxiety, Business Case, Depression, Legal Issues, Prevention, Return to Work, Stress, Support Programs, Violence, Vocational Programs, and Work/Life Balance.

On the right side, there is a "Search Site" box with a "Go" button and a "Click for Search Tips" link. Below this is a "Training and Tools" section with a small image and text: "Order our interactive learning program, 'Working It Out: A Manager's Guide to Mental Health and Accommodation in the Workplace,' and workshops for managers and employees, in our Training and Tools section." Below that is a "Halton Training" section: "Mental Health Works will deliver our award-winning 'Complex Issues...'".

At the bottom of the page, there is a disclaimer: "The information provided on this website is for general information only. It is neither legal nor medical advice and is not a substitute for the advice of a qualified practitioner." There is also a W3C WAI-A WCAG 1.0 logo.



Sandra Clark, Information Specialist
Canadian Centre for Occupational Health and Safety
sandracc@ccoohs.ca Toll-free: 1-800-668-4284
International: 1-905-570-8094
www.ccoohs.ca

CCOHS' Series of Free Webinars During
Canada's Healthy Workplace Week
October 2005

Evaluating E-Health Info

- Is the resource credible?
- Is the content suitable?
- Is the information relevant to you?
- Is the resource timely?
- Is there clear disclosure?
- Is the site user-friendly?



**Thank you for participating in
CCOHS' Webinars during
Canada's Healthy
Workplace Week 2005!**

**Presenter: Sandra Clark
Any Questions?**

Contact: sandrac@ccohs.ca

