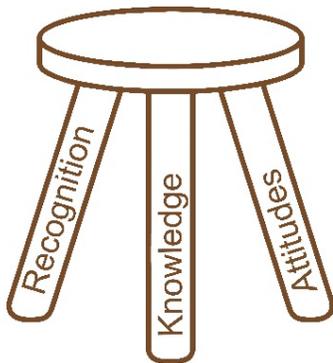




NAEMT Mental Health Resilience Officer Course

Mental Health Literacy

It can be helpful to think of mental health literacy like a 3-legged stool. All 3 components must be present for it to stand on its own and be functional.



Recognition

- The signs and symptoms of behavioral and mental health illness should be openly discussed and refreshed with employees on a regular basis.
- An emphasis should be placed on teaching individuals to recognize concerning mental health signs within themselves and in those around them.
- A safe and accessible policy for reporting mental health concerns that an individual has about themselves or a co-worker should be in place. This should be non-punitive and anonymity should be available.

Knowledge

- Individuals do not have to be experts in mental health to possess knowledge that can be helpful to themselves and those around them.
- Knowledge does not need to focus on distinct mental health disorders, rather it should focus on the following:
 - Causes of mental health issues
 - Risk factors
 - Referral resources for treatment options, whether that be self-help, peer support or professional counseling.
 - Reliable resources for mental health information.

Attitudes

- Managing the attitudes toward mental health that are present within an organization is important. There are two areas where attitudes should be addressed:
 - Attitudes towards individuals who have mental health issues should be managed. Any stigma that is present should be addressed and the culture of the organization should embrace recognition that mental health is present amongst public safety workers and does not represent weakness or deficiency on the part of individuals who are afflicted with mental health issues.
 - An attitude of support for those who seek help for mental health concerns should be emphasized. Any aspects of the workplace culture that may prevent or discourage an individual from seeking help or resources should be identified and corrected.