SAFE+SOUND
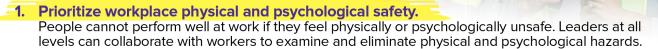## Protection from Harm & Psychological Safety

An important element to a productive workplace is "Protection from Harm." To promote practices that better assure protection from harm, workplaces can:

1. **Prioritize workplace physical and psychological safety.**
People cannot perform well at work if they feel physically or psychologically unsafe. Leaders at all levels can collaborate with workers to examine and eliminate physical and psychological hazards.

2. **Enable adequate rest.** Insufficient rest, possibly from long work hours or working multiple jobs, can put the physical, emotional, and mental health of workers in danger. Long work hours have also been shown to raise workers' risk for exhaustion, anxiety, and depression.

3. **Normalize and support focusing on mental health.** Organizations can further normalize and support mental health by modeling, communicating, and regularly promoting services. Employers can provide comprehensive health care coverage that includes access to mental health benefits.

4. **Operationalize Diversity, Equity, Inclusion, and Belonging (DEIB) norms, policies, and programs.**
In inclusive workplace cultures, all workers feel safe to be authentic and express their feelings. This is built on a culture of trust where colleagues welcome and value each other's unique perspectives.

COMMUNITY RESOURCES

Bellin Health wants to connect you to resources to promote practices that assure protection from harm in the workplace.

LEARN about CIVILITAS®, a FREE program to grow and build your team's culture, reach out by emailing **civilitas@bellin.org**.

civilitas
Inspiring greatness

JOIN our new monthly **Group Coaching** sessions designed to expand on health and wellbeing content and how to personalize it in your life – contact **wellnessconsultant@bellin.org**.

CONTACT our Bellin Health Lifestyle Medicine team at **LifestyleMedicineTeam@bellin.org** for more community resources, support and next steps.

LISTEN NOW on Apple Podcast or Spotify

prescription FOR LIFE
bellin health

Real-life solutions for common health and wellbeing challenges.

Search "**Prescription for Life**"

LISTEN NOW
SCAN QR CODE

MENTAL HEALTH MOMENTS

Real advice for real people to support your mental health.

Search "**Mental Health Moments**"

LISTEN NOW
SCAN QR CODE

RESOURCES
SCAN QR CODE

REGISTER to receive more resources and special event invitations, go to **bellin.org/lifesaver** and click on the "New User Start Here" icon.

bellin health | **Lifesaver Wellbeing** Series