

Mental Health, Safety, and Workplace Accommodations: Effective Management of Mental Disabilities in the Workplace

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According to the National Alliance on Mental Illness, approximately one in four adults experience a mental health impairment in a given year. Mental health issues affect employee performance, absenteeism, rates of illness, accidents, and, at times, workplace safety. Employers continue to struggle to find ways to address mental health and its relationship to workplace violence. This session explores the challenges that employers face managing an employee with a mental disability, including: (1) identifying a mental disability and duty to accommodate; (2) determining whether and how to accommodate misconduct caused by a mental disability; (3) addressing workplace performance issues; (4) managing the threatening employee; and, (5) balancing the duty to accommodate and duty to ensure workplace safety.

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