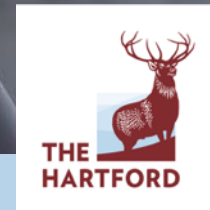


Resources
to Support Your
Employees



Employers must proactively advance culture change, with an eye to empathy and equity, and make a human capital investment in employees' mental health.

[Christopher Swift](#) – Chairman and CEO, The Hartford

What you'll find in this toolkit.

- **Mental Health Research**
- **Articles & Insights**
- **The Hartford In The News**
- **Podcasts, Webinars & Events**
- **Leadership Perspectives**
- **Products & Services**
- **Our Nonprofit Allies**



Mental Health Research

- ◆ [The Hartford's New Study: Black U.S. Workers Face Greater Barriers To Mental Health Support At Work](#) | **Jul. 2023**
- ◆ [The Hartford's New Study Finds Nearly Half of LGBTQ+ Workers' Mental Health At Work Affected By News, Current Events, Less Likely To Seek Care](#) | **Jun. 2023**
- ◆ [The Hartford's New Research Finds Next-Gen Workers Are Most in Need of Mental Health Support, Least Likely to Feel Their Employers Care](#) | **Apr. 2023**
- ◆ [The Hartford's New Research: Increased Financial Stress Is Harming U.S. Workers' Mental Health](#) | **Dec. 2022**



Articles & Insights

- ◆ [Getting Back on Track With Routine Health Care](#) | **Mar. 2022**
- ◆ [The New Face of Workplace Wellness](#) | **Jan. 2022**
- ◆ [Inclusion: The Importance of Recognizing Invisible Disabilities](#) | **Aug. 2021**
- ◆ [Recognizing Mental Health Issues in Students](#) | **May 2021**
- ◆ [Is Empathy the Secret to Creating a Stigma-Free Work Culture?](#) | **May 2021**
- ◆ [5 Employer-Friendly Mental Health Apps to Support Your Team](#) | **May 2021**
- ◆ [4 Ways Employers Can Support Mental Health in the Workplace](#) | **Dec. 2020**



The Hartford In The News

- ◆ The Equity Talk: One of America's largest insurance providers is making addiction and mental health a top focus for CEOs
Insider Business, Mar. 2023
- ◆ How a DEI Focus Enhances Workplace Mental Health and Wellness
Risk & Insurance, Nov. 2022
- ◆ In Some Workplaces, It's Now OK Not to Be OK
TIME, Jun. 2022
- ◆ Employers boost mental wellness benefits amid the Great Resignation
CNBC, May 2022
- ◆ 4 in 10 workers delayed routine health care during pandemic
BenefitsPro, Feb. 2022



Podcast, Webinars & Events

- ◆ **Line on Leave Podcast: The Persistence of the Pandemic and a Mental Health Awakening (Part 1)**

More than two years into the pandemic we've learned to adapt to multiple versions of the 'new normal'. In the workplace, there's been an emphasis on employee well-being and the importance of discussing mental health.

- ◆ **Line on Leave Podcast: The Persistence of the Pandemic and a Mental Health Awakening (Part 2)**

We continue our conversation about mental health. Listen as we discuss the impact of burnout on employees and tips for employers to consider in-order-to support their employees' overall well-being during these times of intense change.

- ◆ **Workplace Culture Crossroads: The Intersection of DEI and Mental Health**

U.S. workers' mental health has become a growing concern for employers. Listen in to leaders from The Hartford and NAMI exploring tangible actions for leaders and DEI professionals that support employee mental health and create open, inclusive workplaces.



Leadership Perspectives

Mental Health in ESG

The Hartford's CEO and Chairman Christopher Swift shares new research on mental health in the workplace as a panelist at the Milken Institute Global Conference.

Understanding and Identifying Gaps in Employer Mental Health Resources

About 60 million Americans live with mental health conditions, and nearly half of those go without treatment. The Milken Institute conducted research to investigate possible causes of the mental health gaps in the workplace and disclose key actions that employers can take to close these gaps.

The Future of Work Depends on Investing in Mental Health

Manager training on mental health and creating safe spaces to allow for open dialogue are ways to help provide a stigma-free workplace. Chairman and CEO [Christopher Swift](#) discusses the importance of inclusive company culture in his [#PowerOfIdeas](#) essay with Milken Institute.

Race, Culture and Mental Health—How DEI Can Unlock Change

The Hartford's Head of Diversity, Equity and Inclusion Susan Johnson shares an action plan for employers as companies continue to evolve and embrace their own individual DEI journey, with an emphasis on mental health.





How We Can Help

Absence Management

- Behavioral Health support during claims
- Foundational and Enhanced ADA services
- A range of EAP services to enhance employee well-being

Hospital Indemnity

Our Behavioral Health and Substance Support Benefits offer additional coverage beyond traditional confinement that helps provide financial and recovery assistance for mental health and substance use (drug and/or alcohol) treatment.

Critical Illness

- Benefits available for more mental health conditions
- Access to Ability Assist EAP for emotional, financial or legal issues



How We Can Help

Value-Added Services / The Hartford Life Essentials

Ability Assist® Counseling Services: EAP that provides access to professional counseling for employees and immediate family members for financial, legal, & emotional issues, like relationship or marital conflicts, anxiety or depression & substance misuse disorder

Guidance Resources: An expanded EAP that offers employers additional resources including account management, custom communications, utilization reporting, referral and training

HealthChampion: Assistance to help employees navigate and understand health care options, benefits, and cost.



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[The Future of Work Depends on Investing in Mental Health](#) by Christopher Swift, Chairman and CEO, The Hartford

Video –
[Mental Health in ESG: Increasing Employer Value and Impact](#)

Action Brief -
[Understanding and Identifying Gaps in Employer Mental Health Resources](#)

Blog -

- [Making Waves: Next Gen Making a Difference in Mental Health in the Workplace](#)
- [A Thriving Workplace: Belongingness as a Tenet of Workplace Mental Health](#)



As a [NAMI](#) stigma-free partner, we are helping employers and working Americans understand how to dispel stigma in the workplace and encourage those with mental health conditions to seek treatment.

- The Hartford has partnered with NAMI to conduct [extensive research](#) on the impact of mental health across racial and culture divides.
- NAMI recently released a [video series](#) that helps people understand trauma, and how to cope during difficult times.

Our Nonprofit Allies



In collaboration with Shatterproof, The Hartford has:

- Established an [Addiction Education Program](#) to identify innovative ways to break down stigma associated with addiction and mental health conditions.
- Released the largest and most expansive [Addiction Stigma Survey](#) ever fielded.



The Hartford is committed to supporting:

- [ALICE](#), (Asset Limited, Income Constrained, Employed) by providing awareness, education and resources to employees through the 211 network when they need it most.
 - Over 1800 trained Hartford Claims professionals
 - Thousands of referrals to 211
 - Mental health is top reason for referral

Yale SCHOOL OF MEDICINE

In collaboration with the Yale School of Medicine:

- Developed a [training program](#) focused on addiction, pain management, and stigma for medical providers who treat injured workers
- [Program](#) helps clinicians identify and treat acute pain, chronic pain, substance misuse, and substance and opioid use disorders among workers

