

How to be a

# StigmaFree Workplace

## The Business Case

\$200 billion is lost in earnings each year in the U.S. through health care usage and decreased work productivity. \*

Depression is the leading cause of disability costs around the world.\*\*

\* <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9969895>

\*\* <https://www.who.int/health-topics/depression>

\*\*\*Chisholm, D., Sweeny, K., Sheehan, P., Rasmussen, B., Smit, F., Cuijpers, P., & Saxena, S. (2016). Scaling-up treatment of depression and anxiety: A global return on investment analysis. *The Lancet Psychiatry*, 3(5), 415–424. [https://doi.org/10.1016/s2215-0366\(16\)30024-4](https://doi.org/10.1016/s2215-0366(16)30024-4)

## What You Can Do

Fortunately, most mental health conditions improve with proper support. Every \$1 invested in employee mental health yields a \$4 return.\*\*\*

Working with NAMI as a StigmaFree Workplace, you can create a supportive and healthy workplace that benefits both employees and the company.

## The StigmaFree Workplace Journey

Our mission is to provide organizations with the tools and resources to support people's mental well-being through expanding awareness, fostering a culture of caring, and improving access to support. Each step of this journey builds upon the one before it.

Step One

### STIGMAfree AWARENESS

Raise awareness and educate employees and leadership with NAMI resources, presentations, and community connections with NAMI's local affiliates and state organizations.

Step Two

### STIGMAfree CULTURE

Create a culture of caring by working with NAMI to promote workplace well-being through how-to resources for employees, managers, and leaders.

Step Three

### STIGMAfree ACCESS

Improve access to support through high-level customized engagement with NAMI subject matter experts and with strategies for connecting employees with the supports they need.

