

3.3.6 Psychological Health and Safety in the Workplace

The FSA recognizes the importance of psychological health and safety in the workplace. The FSA will promote a healthy working environment where management and staff collaborate to achieve the FSA's goals while promoting the psychological well-being of employees and preventing psychological harm.

Definition: A psychologically healthy and safe workplace is one that promotes employees' psychological well-being and actively works to prevent harm to employee psychological health. (from [Guarding Minds at Work](#))

1. In general, the FSA will seek to take reasonable action, based on recognized best practices including, specifically, the National Standard of Canada for Psychological Health and Safety in the Workplace, to promote and enhance the general psychological health of all employees (e.g. efforts to build employee resilience, create a respectful workplace, enhance mental health knowledge at all levels, and eliminate stigma). The following specific actions will be taken to prevent the onset or reduce the severity of psychological health problems in the workplace:
 - 1.1. communicate this policy to management, staff, board, and any relevant workplace committees;
 - 1.2. foster an organizational culture that promotes psychological health and safety;
 - 1.3. assess particular issues or risk factors of greatest relevance to mental health and psychological safety;
 - 1.4. identify current strengths and/or opportunities for change on which to build; and record the findings;
 - 1.5. assign responsibility and provide the resources needed to implement actions decided upon;
 - 1.6. ensure implementation in a timely manner;
 - 1.7. evaluate the effectiveness of actions undertaken; and
 - 1.8. regularly re-assess this policy with the goal of continuously improving mental health and psychological safety.
2. Specific responsibility for implementing a psychological health and safety management system lies with FSA management (Executive Director (ED) and Operations & Human Resources Director (OHRD)) with Board oversight. FSA management will review best practices and consult with employees and Board on relevant aspects of a psychological health and safety management system. At a minimum, this psychological health and safety management system should be comprised of the following:

- 2.1. a process for ensuring FSA compliance with relevant occupational health and safety laws;
- 2.2. the use of a recognized resource as a guideline including, specifically, the National Standard of Canada for Psychological Health and Safety in the Workplace;
- 2.3. the use of an appropriate, confidential, anonymous tool to measure employee experience of psychological health and safety in the workplace on a regular basis (e.g. biennially), such as the Guarding Minds at Work survey;
- 2.4. the training of staff and management to recognize and respond to situations involving psychological harm and to know how to work to repair harm and rebuild trust; and
- 2.5. the provision of regular opportunities for all employees to:
 - 2.5.1. discuss psychological health and safety in the workplace (formally and less formally); and undertake training on psychological health and safety topics.

Revision History

Date	Revision (Brief description)
February 2021	Final draft of new policy presented to the board for approval; the three edits discussed at the last board meeting are included. New Policy approved.
January 2021	Second draft of new policy presented to the board; incorporates all edits from staff and board review; outstanding comments are still to be added to the final draft
October 2020	First draft of new policy presented to the board