



BULLETIN 110 | WEDNESDAY, JANUARY 14, 2026

Mental Health in the Workplace

As we approach [Bell Let's Talk Day](#) on January 21, 2026, it is important to take the opportunity to reflect on mental health and its impact on employees. Shorter days and gloomy weather can take a toll on an individual's mental well-being, making intentional support important. As an employer, you can support your employees in managing their mental health. Here are some effective ways to help your team:

- **Create a welcoming and healthy space:** Natural light is an easy but powerful way to improve mood and has a positive effect on overall mental health. Arrange short walks and place desks near windows to help employees gain natural light exposure. Additionally, consider purchasing bright light therapy lamps, as they mimic outdoor light and help improve mood and energy levels.
- **Foster human connection:** Plan social events like lunches and after-work gatherings to bring employees together.
- **Organize wellness activities:** Plan activities that promote mental well-being, such as yoga classes, meditation, or lunch and learns. These can help employees manage stress and improve their overall mental health.
- **Engage in open communication:** Encourage employees to speak to their manager or supervisor if they are feeling stressed or overwhelmed, and work with the employee to develop a plan to help them cope. Creating a supportive environment where employees feel comfortable discussing their mental health is essential as it reduces the feelings of isolation and fear that an individual may be experiencing.
- **Ensure your team knows how to access mental-health resources:** If your organization offers an Employee Assistance Program (EAP) or other mental-health supports, make sure employees are aware of what's available to them and how to use it. Consider sharing this information during team meetings, posting it on workplace bulletin boards, or including it in regular internal communications so it stays top of mind.

The following resources can be very helpful for those who are experiencing mental health challenges and who need support.

- [Suicide Crisis Helpline](#): Call or text 9-8-8
- [BounceBack](#): Free program to equip individuals with skills needed to improve their mental health
- [Mental Health Works](#): Free resources for employers and employees to use on mental health in the workplace
- [CCOHS: Healthy Minds at Work](#): Resources to foster a mentally healthy workplace, including free assessment tools
- [Psychology Today](#): Find a therapist near you
- Provincial and territorial resources can be found [here](#)

Events Calendar



Essentials of Supervision WORKSHOP SERIES

During this 6-part workshop series, participants will gain the confidence and knowledge in becoming an effective supervisor. Learn practical tips and strategies for immediate application in your workplace.

DATE & TIME:

May 14 - June 18
8:30 AM - 12:30 PM

LOCATION:

Virtually (Zoom)
HRPAR Office

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Blog



SEPTEMBER 12, 2025

[HUMAN RESOURCES](#)

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