



Step 1: Understand

Reducing Workplace Mental Health Stigma

What is mental health stigma?

When people have negative beliefs or attitudes about mental health or people experiencing mental health concerns.

What does it look like?

It can look like judging, blaming, avoiding, or treating someone differently because of how they are feeling. Sometimes it also means people feel embarrassed or ashamed to talk about their own mental health.

Why does it matter?

Mental health stigma can make people feel they need to 'suffer in silence' and stop them asking for help when they need it. This can lead to the problem worsening and a higher chance it will affect their health, safety, and ability to work.

How do I reduce mental health stigma in my workplace?

- **Talk openly about mental health** – make it normal to check in, have conversations, and share information

- **Lead by example** – managers can model respectful language and openness about wellbeing
- **Have clear, safe ways to speak up** – make sure workers know how to share their concerns and what will happen next
- **Respond supportively** – listen without judgement and focus on helping, not blaming
- **Protect privacy and confidentiality** – build trust so people feel safe to share
- **Take part in awareness events** – get involved in events like R U OK? Day to start conversations
- **Promote support services** – regularly remind workers about EAP or other supports available
- **Challenge stigma when you see it** – address unhelpful comments or behaviours early



For more information and guidance, please see www.worksafe.tas.gov.au/mindsmatter



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PILOT VERSION