

Lake County Safety Council
Thursday, February 10 Meeting



LAKE COUNTY
SAFETY COUNCIL
Working Towards A Safer Workplace

***Back to the Basics – Understanding How
Mental Health Issues & Addiction Impact
the Workplace***

***Sandra Tenkku, Community Outreach
Specialist***

Event Sponsor

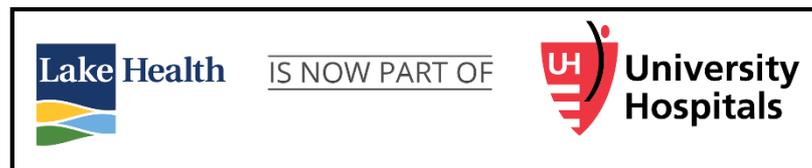


***HZW Environmental
Consultants***

Event Sponsor



*Lake Health
Occupational Services*



Event Sponsor

Lake Health Occupational Services



Occupational Health Clinic Locations

Your employees will never be far from a University Hospitals Occupational Health Clinic. With multiple locations, our clinics provide a comprehensive menu of services, including drug and alcohol screenings, physicals, injury and follow-up care, vaccinations and more to meet the unique needs of your organization.

In addition to our full-service Occupational Health Clinics, our UH Urgent Care locations offer acute illness and non-trauma injury care during after-hours and on weekends.

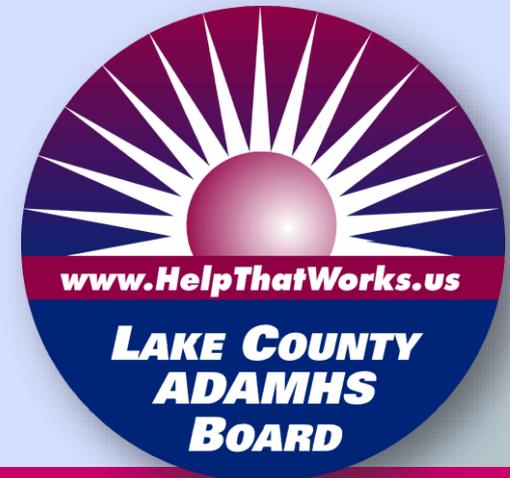
UHhospitals.org/EmployerSolutions

- 1. UH OCCUPATIONAL HEALTH – ASHLAND**
2212 Mifflin Avenue, Suite 215, Ashland
419-281-4440
8 a.m. – 4:30 p.m., Monday through Friday
- 2. UH OCCUPATIONAL HEALTH – BEACHWOOD**
3619 Park East Drive, Suite 205, Beachwood
216-464-6211
7:30 a.m. – 4 p.m., Monday through Friday
- 3. UH OCCUPATIONAL HEALTH – CHARDON**
510 Fifth Avenue, Chardon
855-525-3622
8 a.m. – 4 p.m., Monday through Friday
Pre-employment physicals: Wednesday and Friday
- 4. UH OCCUPATIONAL HEALTH – MEDWORKS**
39000 Center Ridge Road, North Ridgeville
440-329-7490
7:30 a.m. – 4 p.m., Monday through Thursday
7:30 a.m. – 3 p.m., Fridays
Appointment only. Pricing may vary.
- 5. UH OCCUPATIONAL HEALTH – MENTOR**
UH Brunner Sanden Deitrick Wellness Center
8655 Market Street, Mentor
855-525-3622
8 a.m. – 8 p.m., Monday through Friday
9 a.m. – 5 p.m., Saturday and Sunday
- 6. UH OCCUPATIONAL HEALTH – PARMA**
6115 Powers Boulevard, Suite 200, Parma
440-743-7373
7:30 a.m. – 4 p.m., Monday through Friday
- 7. UH OCCUPATIONAL HEALTH – PORTAGE**
3957 Loomis Parkway, Ravenna
330-297-2385
7:30 a.m. – 4 p.m., Monday through Friday
- 8. UH OCCUPATIONAL HEALTH – WILLOWICK**
29804 Lakeshore Boulevard, Willowick
855-525-3622
8 a.m. to 8 p.m., Monday through Friday
9 a.m. to 5 p.m., Saturday





Behavioral Health & Workplace Safety



YOU.ME.US. We're in this together. There is no them.

“Behavioral Health”

An “umbrella” term for mental illness and/or substance-use disorders (addiction)

(More later re specific illnesses)



YOU.ME.US. We're in this together. There is no them.

Lake County ADAMHS Basics



YOU.ME.US. We're in this together. There is no them.

Alcohol, Drug Addiction & Mental Health Services

Established by Ohio Statute; every Ohio county has one.

Work is overseen by a board of directors; all Lake County residents who serve without compensation.

The Lake County ADAMHS Board has a well-earned reputation as one of Ohio's best.



YOU.ME.US. We're in this together. There is no them.

We evaluate mental health and recovery needs in Lake County.

We fund initiatives that help people who are dealing with mental illness and/or addiction.

We facilitate services that help families cope and deal more effectively with the illnesses of their loved ones.

We monitor the effectiveness/efficiency of local mental health and recovery services.



YOU.ME.US. We're in this together. There is no them.

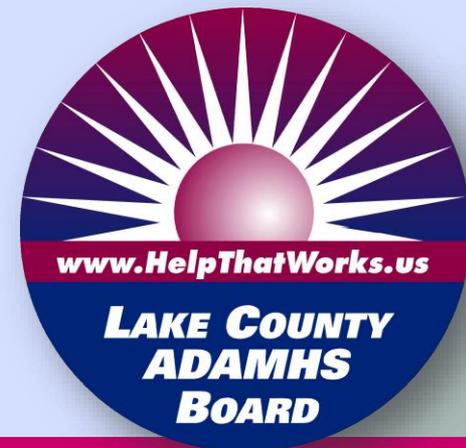
Behavioral health issues can impact your company in many ways:

Workforce safety

Workforce morale

Absenteeism

Financially



YOU.ME.US. We're in this together. There is no them.

Myth-Busting



YOU.ME.US. We're in this together. There is no them.

Mental illness isn't very common.

**One in five adults experience a mental health issue.
Suicide is the 10th leading cause of death in the
United States.**



YOU.ME.US. We're in this together. There is no them.

Children don't get mental illnesses

Children as young as three have been treated for depression.

In Ohio, suicide is the second leading cause of death for kids age 10-14 and children as young as seven have died by suicide.

On reaching puberty, girls are affected by depression twice as often as boys (as far as we know).



YOU.ME.US. We're in this together. There is no them.

People with depression are lazy and just need to “pull themselves up by their boot straps”.

Depression is a serious illness that affects the brain’s “wiring”. Asking someone with depression to just tough it out is a bit like asking someone with severe arthritis to do a triathlon.



YOU.ME.US. We're in this together. There is no them.

Mental illnesses aren't treatable.

Mental illnesses are very treatable. Unfortunately the stigma surrounding mental illness sometimes is a barrier between needing and getting help.



YOU.ME.US. We're in this together. There is no them.

Talking with someone who may be suicidal might push them toward an attempt.

In many cases the person will experience a sense relief to have someone to talk with.

A person who says they're thinking about suicide probably won't really follow through.

The vast majority of people who attempt suicide talk about it beforehand.

No one I know would have that.

Behavioral health issues are present in all races, ages, religions, and socioeconomic statuses.

One in Five

20% of your employees will experience
mental illness.

40%

Of those only four in ten will get treatment.



YOU.ME.US. We're in this together. There is no them.

One in Seven

One in seven of your employees will experience substance-use-disorders.

10%

Of those only one in ten of will get treatment.



YOU.ME.US. We're in this together. There is no them.

Why are those treatment numbers so low?

Largely, the answer is stigma. No one hesitates to reach out for help with physical illnesses. Unfortunately that's often not the case with behavioral health issues.



YOU.ME.US. We're in this together. There is no them.

Stigma

Most employees dealing with BH issues don't feel like they have an easy-to-access, "comfortable" way to talk about that at their workplace.

It's vital that you address that in your company.



YOU.ME.US. We're in this together. There is no them.

Mental illness overview

There are different types of mental illness.

Depression

Anxiety Disorders

Obsessive-compulsive disorder (OCD)

Bipolar Disorder

Schizophrenia



YOU.ME.US. We're in this together. There is no them.

We're going to focus on those most likely to impact your employees.

Depression

Anxiety Disorders

***"Languishing"**



YOU.ME.US. We're in this together. There is no them.



Depression



YOU.ME.US. We're in this together. There is no them.

What depression isn't:

It's not having a bad day.

It's not something to be ashamed of.

It's not a character weakness.



YOU.ME.US. We're in this together. There is no them.

What depression is:

A legitimate, serious, treatable illness.

Depression creates physical changes in the brain.



YOU.ME.US. We're in this together. There is no them.

Depression symptoms

Lack of energy; fatigue

Loss of interest in previously pleasurable activities

Change in appetite; unintentional weight gain or loss

Increased use of alcohol or other substances

Sleep issues

Agitation or aggression

Feelings of low self-worth, guilt or shortcomings

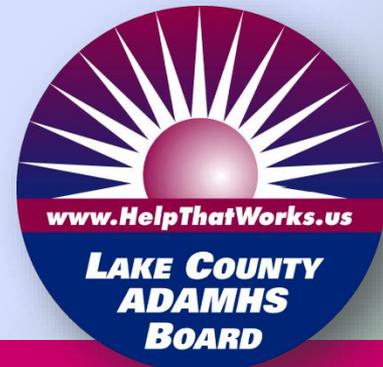
Difficulty concentrating or making decisions

Sometimes* thoughts of suicide

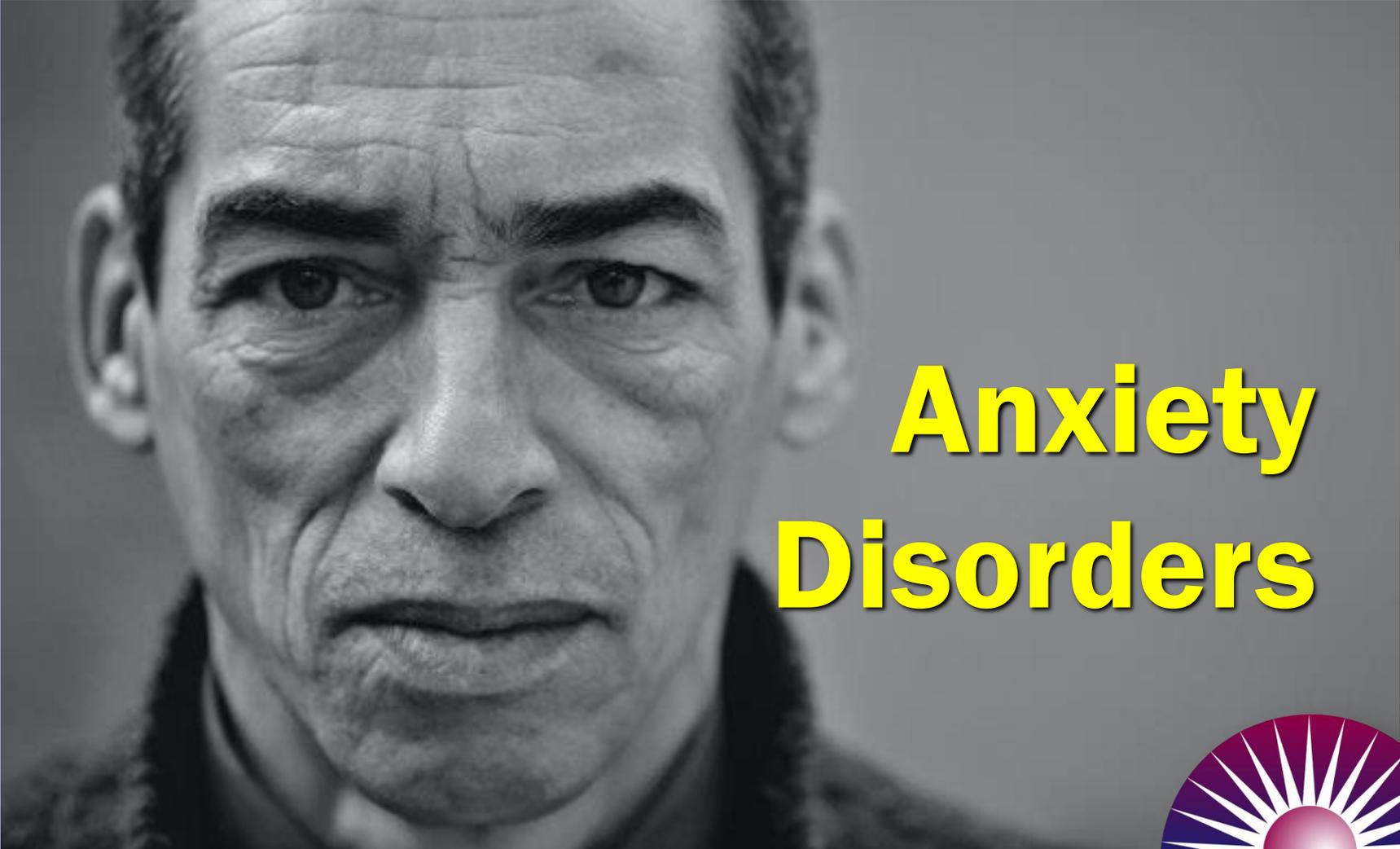


YOU.ME.US. We're in this together. There is no them.

**Untreated depression can mean
intolerable, endless,
emotional pain.**



YOU.ME.US. We're in this together. There is no them.



Anxiety Disorders



YOU.ME.US. We're in this together. There is no them.

Anxiety Disorders

The most common mental health concern in the United States.

We all experience anxiety. But when feelings of fear and distress become overwhelming and prevent us from doing everyday activities, an anxiety disorder may be the cause.



YOU.ME.US. We're in this together. There is no them.

Anxiety Disorders

If untreated, anxiety disorders can be severely impairing.

Inability to make decisions

Restless, lack of focus

Sleep/appetite problems

Excessive fright, distress, or unease during situations that typically wouldn't spur those



YOU.ME.US. We're in this together. There is no them.

Anxiety symptoms

Feelings of apprehension or dread

Feeling tense or jumpy

Restlessness or irritability

Anticipating the worst; watching for signs of danger

Pounding or racing heart; shortness of breath

Upset stomach

Sweating, tremors, twitches, headaches

Insomnia, fatigue



YOU.ME.US. We're in this together. There is no them.

**Suspected that Anxiety
Disorders and Depression have
both tripled since COVID.**



YOU.ME.US. We're in this together. There is no them.

Examples of how illnesses can impact job performance and workplace safety



YOU.ME.US. We're in this together. There is no them.

When someone is experiencing symptoms of mental illness, it can impact....

How safely they operate machinery

One's ability to complete tasks

Focus on work at hand

Prepare or plan ahead

Work well with colleagues

Problem-solve

In the most severe cases, become danger to self and coworkers



YOU.ME.US. We're in this together. There is no them.

Things that are important to employees

A feeling that they matter.

Supervisors, peers checking in on each other.

A place to turn for help.

Open, honest, clear communication from the top.

Acknowledgement that stress/uncertainty may be an issue for some.

Expectations/boundaries.



YOU.ME.US. We're in this together. There is no them.

How to help in the workplace

Get a committee together, we want to help one another.

Identify and implement models for change.

Promote and offer wellness education programs.

Create a culture of people actually using their breaks.

Communication and using sensitive language.



YOU.ME.US. We're in this together. There is no them.

If you think someone may be suicidal...

Ask.

Listen.

Know how to access resources.

QPR



YOU.ME.US. We're in this together. There is no them.

How to listen to someone



YOU.ME.US. We're in this together. There is no them.

How to help yourself

Maintenance

- What do you enjoy?
- Physical activity
- Breathing techniques
- Healthy eating
- Boundaries
- Life Style
- Connection



YOU.ME.US. We're in this together. There is no them.

Remember....

Do not label someone as their disorder

Words do matter

- **Substance use disorder vs. addict or user**
- **Someone with a disorder vs. disorder**
 - **Example: someone with bipolar disorder vs. a bipolar person**
- **Death by suicide vs. committed suicide**
- **Attempted suicide vs. unsuccessful attempt**



YOU.ME.US. We're in this together. There is no them.

Treatment works.

It increases productivity, lowers absenteeism,
and improves workplace safety.

It's readily available in Lake County.

Someone's personal financial status is never
a barrier to getting help.



YOU.ME.US. We're in this together. There is no them.

Resources



YOU.ME.US. We're in this together. There is no them.

If there's urgency...



CRISIS TEXT LINE |

**Text 4hope
to 741741**

We're there anytime,
day or night, to help
with whatever is
hurting you.

Lake County **CRISIS SERVICES**
CRISIS & SUICIDE INTERVENTION HOTLINE



Crossroads Health
Restoring hope
Healing lives
Preserving futures

*Offering 24/7 Help with
Urgent Mental Issues*

Call 24/7 440-953-TALK
440-953-8255



YOU.ME.US. We're in this together. There is no them.

If there's no urgency...



DEPRESSED? OVERWHELMED? DRINKING TOO MUCH? FAMILY VIOLENCE? DRUG ABUSE?

THE COMPASS LINE

Helping you find the right direction.

440-350-2000



YOU.ME.US. We're in this together. There is no them.

If there's no urgency...

www.HelpThatWorks.us



YOU.ME.US. We're in this together. There is no them.



www.HelpThatWorks.us

**LAKE COUNTY
ADAMHS
BOARD**

YOU.ME.US. We're in this together. There is no them.