

## **Supporting Employee Mental Health in the School Environment**

Over recent years, discussing and prioritizing mental health has become more commonplace, and we have seen a meaningful increase in mental health awareness in the workplace and school environment. It is critical now more than ever for independent schools to understand how to support the mental health of employees, including best practices and applicable legal responsibilities for doing so. Grace Chan, Partner Liebert Cassidy Whitmore will use engaging interactive elements, including case studies, role-playing, and question and answer opportunities, to provide essential information for navigating mental health concerns.

We will discuss how to determine when an employee's mental health concerns are considered disabilities within the meaning of the Americans with Disabilities Act and the Fair Employment and Housing Act, common accommodations requested for mental disabilities (such as remote work and leaves of absence), and how to navigate the interactive process. We will also discuss how best to support employees whose mental health concerns may be ambiguous or may not rise to the level of a disability, while balancing the school's operational needs with employee morale and retention.