



**BELL SEAL FOR WORKPLACE  
MENTAL HEALTH 2022 BRIEF:  
92 EMPLOYERS LEADING THE WORKPLACE  
MENTAL HEALTH MOVEMENT**

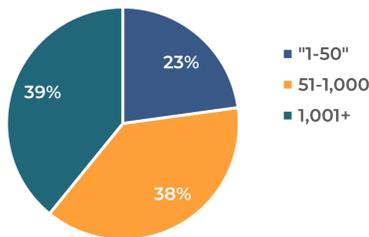


Mental Health America (MHA) is proud to recognize the 2022 [Bell Seal for Workplace Mental Health](#) recipients. The Bell Seal for Workplace Mental Health is an annual, national certification program that recognizes employers committed to creating mentally healthy workplaces. The 2022 Bell Seal recipients completed a comprehensive 58-criteria application, evaluating organizational policies and practices that improve employee mental health outcomes, including workplace culture, benefits, compliance, and wellness programs. Aspiring employers can find the full list of recipients and more information about the Bell Seal on the [website](#).

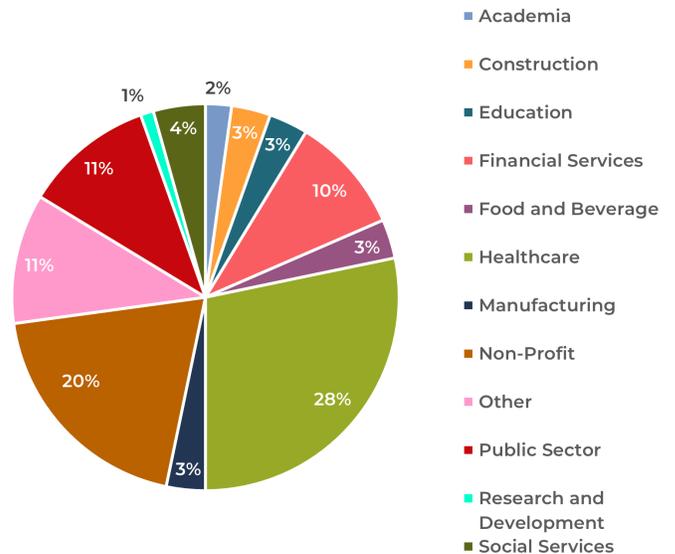
## 2022 BELL SEAL RECIPIENTS BY THE NUMBERS

The 2022 Bell Seal recipients represent over 11 industries – from financial services and government to health care and manufacturing – and organizational sizes, from five to over 465,000 full- and part-time employees.

**BELL SEAL RECIPIENTS BY SIZE**

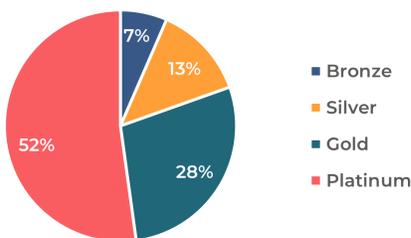


**BELL SEAL RECIPIENTS BY INDUSTRY**

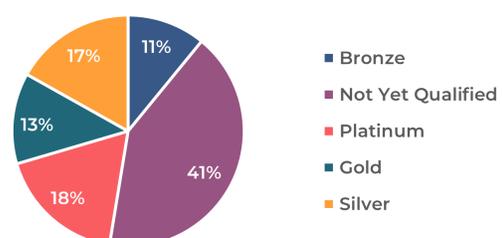


As employers leading the charge on workplace mental health, 52% of applicants achieved the Bell Seal at platinum status, followed by 28% at gold status. For curious and aspiring employers, MHA offers a [pre-assessment tool](#) to help employers determine their preliminary level of recognition before moving forward with the full application. Of the 266 employers that completed the pre-assessment, 42% were not yet qualified for Bell Seal certification, and 58% fell in one of the four recognition levels: bronze, silver, gold, and platinum.

**BELL SEAL RECIPIENTS BY RECOGNITION LEVEL (N=77)**



**PRE-ASSESSMENT RECOGNITION LEVELS (N=266)**



# BENCHMARKING YOUR WORKPLACE WELLNESS EFFORTS

MHA gathered the aggregated data and responses from the 2022 applications to help Bell Seal recipients and aspiring employers benchmark their workplace mental health efforts and progress. The following information also incorporates MHA's [Mind the Workplace 2022 Report](#) findings to compare employers with and without Bell Seal certification.



## SUPPORTIVE WORKPLACE CULTURE

Bell Seal recipients with high scores for workplace culture understood their workforce's needs and responded to employee feedback with meaningful policy changes, improved benefits, and additional support.

### RESPONDING TO EMPLOYEE NEEDS WITH DATA-DRIVEN IMPROVEMENTS

Eighty-three percent of Bell Seal recipients surveyed their workforce about their mental health. Survey items included measures for stress, burnout, physical and psychological safety, manager and coworker relationships and connection, work-life balance, flexibility, engagement, and employee autonomy.

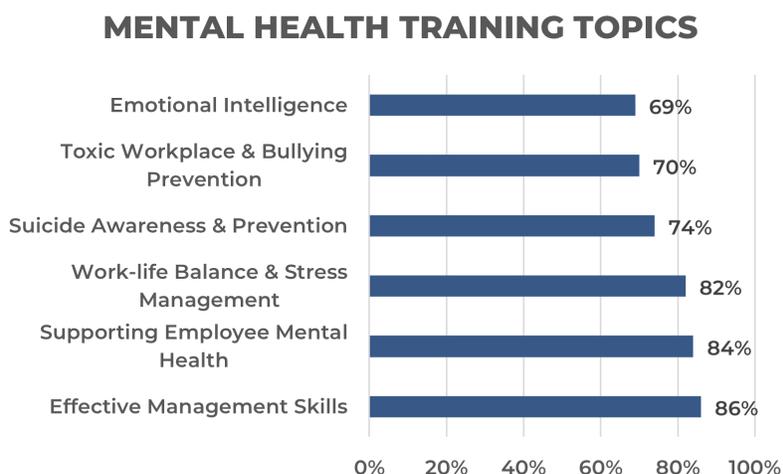
Bell Seal recipients made the following changes, with examples included, based on their workforce's direct feedback:

- Increased or improved mental health benefits and additional resource support.
  - Provided full coverage of mental health counseling visits, regardless of provider or network
  - Covered in- and out-of-network benefits at the same co-pay or co-insurance rates
  - Implemented \$0 co-pay for unlimited mental health therapy sessions
  - Reimbursed 50% of mental health therapy session costs
  - Increased telehealth options
  - Increased number of EAP sessions to 6, 10, or 12 counseling sessions
  - Offered a free virtual 1:1 counseling program
  - Hired a full-time behavioral health specialist
  - Expanded family-building benefits for the LGBTQIA+ community
  - Provided crisis childcare or eldercare support
- Evaluated compensation equity and role structure.
  - Implemented performance-based merit increases
  - Increased compensation transparency and equity
  - Increased minimum wage to reflect the current costs of living
  - Restructured roles to fit employees' needs
  - Restructured roles to provide greater clarity and equity
- Implemented permanent flexible work schedules and enhanced leave policies.
  - Implemented a four-day work week
  - Offered "Flexible Fridays" in which employees take half days off or schedule no meetings
  - Implemented a permanent hybrid work environment
  - Developed 40+ different schedules for ultimate flexibility
  - Implemented a caregiving policy
  - Offered paid family leave to care for family members with health conditions
  - Implemented floating and organization-wide "Mental Health Days"

- Encouraged employee resilience and provided mental health education.
  - Offered small group well-being coaching
  - Provided a four-week emotional wellness program
  - Provided monetary incentives for reaching personal wellness goals
  - Launched a series of learning simulations for Mental Health Month
  - Provided Mental Health First Aid training
- Suggested balanced approaches to daily interactions and scheduled meetings.
  - Implemented 45-minute meetings vs. 60-minute meetings
  - Offered a five-minute buffer to meeting start times
  - Suggested “No Meeting Wednesdays” to focus on other work responsibilities
  - Suggested two-hour blocks on calendars for no meetings
  - Circulated a “work preferences survey”
  - Suggested adding working hours to email signatures
- Maintained connection and mitigated social isolation among colleagues.
  - Offered in-person and virtual colleague-to-colleague support
  - Hosted “Connection Meetings” and virtual happy hours

## MENTAL HEALTH EDUCATION AND TRAINING

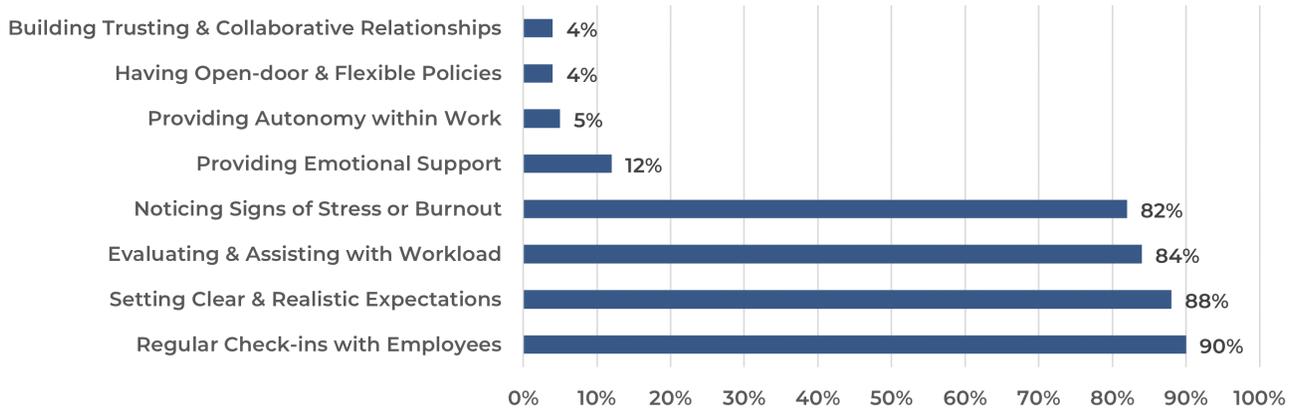
- Ninety-one percent of Bell Seal recipients have a designated team or individual to identify and address mental health concerns in the workplace, including committees, councils, employee or teammate resource groups, task forces, and ambassadors. Communities and topics addressed include BIPOC, LGBTQIA+, military and veterans, neurodiversity, disability, working parents, and caregivers.
- Ninety percent of Bell Seal recipients educate new employees about mental health benefits and support during orientation or onboarding processes.
- Ninety-five percent of Bell Seal recipients provide mental health training for supervisors or employees. According to [MHA's 2022 Mind the Workplace](#) report findings, only 46% of companies provide mental health training.
- This graph shows the most common training topics covered:



## FAIR AND EFFECTIVE MANAGEMENT

- Companies that invest in developing supportive managers are correlated with overall healthier workplace scores. According to MHA's findings, only 40% of employees in workplaces without Bell Seal certification agree that their employer invests in developing supportive managers.
- Bell Seal recipients described their organizational approach and fair and effective management.

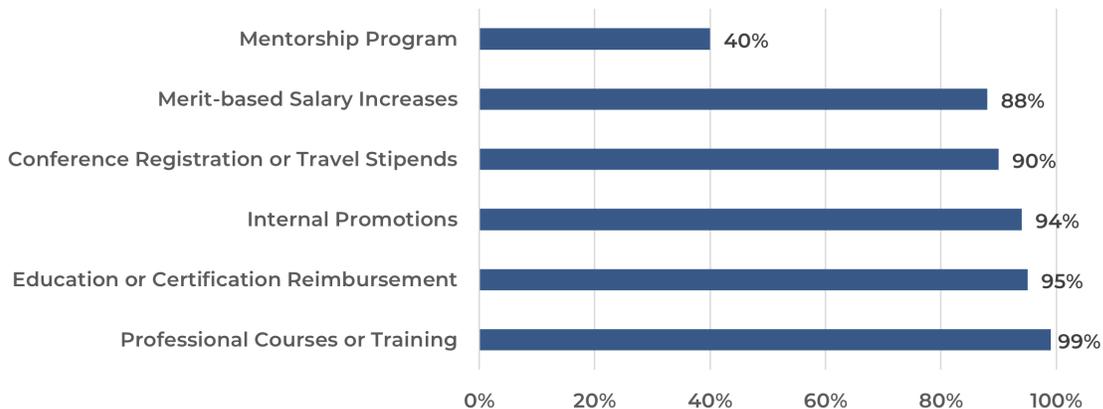
### EXPECTED MANAGEMENT PRACTICES



## EMPLOYEE GROWTH AND EMPOWERMENT

- Employees can provide feedback to managers about their management performance in 91% of Bell Seal-certified organizations.
- Employees are encouraged to ask for specific support needs from their managers in 92% of Bell Seal-certified organizations.
- Employees can negotiate aspects of their position – such as their job titles, roles, or responsibilities – with their supervisor in 77% of Bell Seal-certified organizations.
- According to MHA's report findings, 2 in 3 employees are not comfortable providing feedback to their manager about their manager's performance, and 57% of employees cannot negotiate responsibilities or workload with their manager in workplaces without Bell Seal certification.
- Bell Seal recipients also provide the following professional growth opportunities for employees:

### PROFESSIONAL GROWTH OPPORTUNITIES





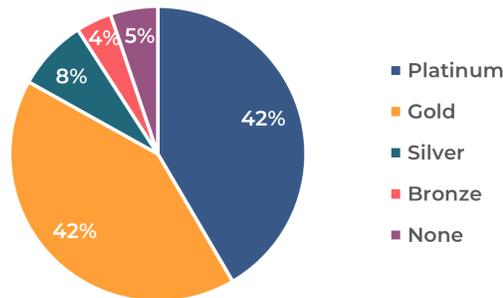
# BENEFITS THAT SUPPORT MENTAL HEALTH

Bell Seal recipients offer and sponsor health care and employee assistance programs (EAPs) that cover mental health and substance use services, include a sizable number of in-network behavioral health providers, and cover various mental health services.

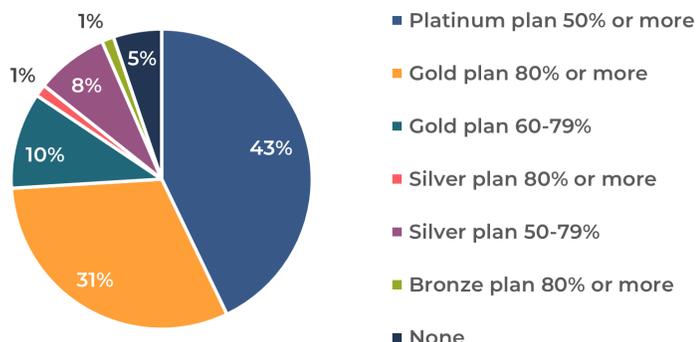
## HEALTH INSURANCE AND EMPLOYEE ASSISTANCE PROGRAMS

- Most Bell Seal recipients offer platinum or gold health insurance with at least 50% of costs covered by the employer.
- Seventy-nine percent of Bell Seal recipients cover at least 50% of health insurance costs for a silver or higher-level plan for an employee's family.

### HEALTH INSURANCE BY ACA LEVEL



### HEALTH INSURANCE COVERAGE BY ACA LEVEL

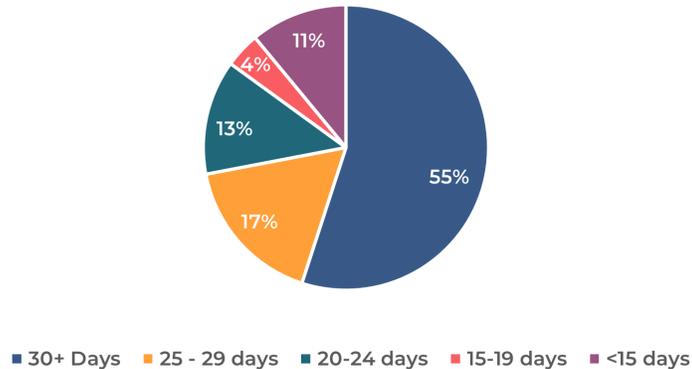


- Eighty-eight percent of Bell Seal recipients offer an employee assistance program (EAP).
  - Fifty-two percent of Bell Seal recipients' EAPs provide per year at least six free, in-person or virtual appointments for mental health or substance use concerns.
  - Eighty-one percent of Bell Seal recipients' EAPs have a response time of less than one business day.
  - Sixty percent of Bell Seal recipients' EAP utilization rate is greater than 5%, higher than the national average of 4-5% utilization.

## PAID TIME OFF

- Fifty-five percent of Bell Seal recipients offer 30 or more paid days off, including vacation, sick days, federal and administrative holidays, and personal time, to eligible employees in their first year of employment.
- Ninety-five percent of Bell Seal recipients permit their employees to use their paid time off (PTO) to care for family members with mental health conditions.
- Thirty-nine percent of Bell Seal recipients offer paid family leave for 12 weeks.

### PAID TIME OFF (1 DAY = 8 HOURS)



## STRESS AND BURNOUT MITIGATION

Bell Seal recipients encouraged employees to take time away from work through the following means, including examples:

- Communicated regularly and creatively.
  - Campaigned a “Take Your Days” initiative
  - Shared tips for vacation planning and unplugging when “off the clock”
  - Automated reminders about the amount of PTO available on a monthly or quarterly basis
- Required employees use a certain amount of PTO per year.
  - Leaders and managers were expected to model and encourage their staff to take time off
  - Employees are incentivized or mandated to take five consecutive days off work per year
- Created ways for employees to use and earn PTO.
  - Unused sick days could be converted into vacation time
  - Three days were available for charity leave
  - Sick leave includes preventive care visits, including mental health
  - Employees could purchase administrative days for a donation to charity
  - Two hours of PTO provided per month for well-being activities
- Considered how to celebrate diverse holidays.
  - Provided a paid holiday between Christmas and New Year
  - Incorporated diverse holiday recognition
  - Provided “floating holidays” for employees to use on days of their choosing
- Assisted with workload management.
  - Limited the number of clients per employee
  - Hired “pool and float” staff to cover core positions



# CARING BEYOND COMPLIANCE

Bell Seal recipients are committed to building a workforce that includes employees with mental health and substance use conditions and is inclusive of all different identities. In addition, recipients provide employees with the knowledge and empowerment to request support when needed.

## INCLUSIVE AND DIVERSE TALENT RECRUITMENT

Bell Seal recipients aimed to develop an inclusive and diverse workforce through the following means:

- Posted thoughtful and intentional job listings.
  - Listings were reviewed for inclusive language
  - Listings were posted and interviews were offered in multiple languages
  - Minimum requirements were reviewed to reduce barriers for potential candidates
  - Entry-level positions did not require a college degree
- Developed diverse and mutually beneficial partnerships.
  - Hired vendors who prioritize diversity
  - Partnered with historically black colleges and Hispanic association colleges
  - Engaged with organizations that support refugee and immigrant populations
  - Involved community in the recruitment process
- Developed a philosophy and process for reviewing resumes and conducting interviews.
  - Names, headshots, and dates were removed from resumes
  - Asked how a candidate might be a “job add” rather than a “job fit”
  - Provided accommodations during the interview and hiring process
- Provided relevant training.
  - Provided unconscious and implicit bias training
  - Trained hiring staff on veteran hiring practices

## REPRESENTATION AND ADA EDUCATION

- Thirty-eight percent of Bell Seal recipients' board of directors or executive leadership includes an individual or individuals who identify as living with a mental health or substance use condition.
- According to report findings, only 34% of employees in organizations without Bell Seal certification say that their organization's leadership speaks openly about mental health in their workplace.
- Seventy-five percent of Bell Seal recipients educate employees about their rights under the Americans with Disabilities Act (ADA) with specific references to mental health or substance use conditions.
- Eighty-three percent of Bell Seal recipients provide training on ADA compliance and reasonable accommodations to human resources or management.
- Seventy-eight percent of Bell Seal recipients have a return-to-work policy for employees who cannot carry out their responsibilities due to a physical health, mental health, or substance use condition.



# HOLISTIC WELLNESS AT WORK

Bell Seal recipients offer programs and additional perks to support employees' mental health and promote a positive workplace culture.

- Ninety-two percent of Bell Seal recipients offer eligible employees the option to work remotely on a permanent or semi-permanent basis.
- Ninety-seven percent of Bell Seal recipients offer eligible employees flexible work arrangements (e.g., flexibility in structuring an employee's work schedule around start times, appointments, or other personal matters).
- Thirty-six percent of Bell Seal recipients offer peer support services.
- Eighty-three percent of Bell Seal recipients offer a physical wellness program.
- All Bell Seal recipients offer additional resources that support life outside of work, including the following examples.

## ADDITIONAL RESOURCE SUPPORT



# CONNECTING WITH LIKE-MINDED EMPLOYERS

Employers with Bell Seal certification are nationally recognized as leaders in workplace mental health and serve as models to other employers seeking to improve employee mental health and well-being. If you are interested in connecting with another Bell Seal recipient, please contact Taylor Adams at [tadams@mhanational.org](mailto:tadams@mhanational.org).

You will find each 2022 Bell Seal recipient listed by name (in alphabetical order), industry, staff size, and level of recognition in the table below:

ORGANIZATION	INDUSTRY	STAFF SIZE	RECOGNITION
A Body & Mind Health Services	Social Services	1-50	Silver
abrdrn	Financial Services	51-1,000	Platinum
Advanced Correctional Healthcare	Healthcare	51-1,000	Silver
Alkermes	Healthcare	1,001+	Platinum
Andersen Construction Company	Construction	51-1,000	Gold
Ashland	Manufacturing	51-1,000	Silver
Associated Bank	Financial Services	1,001+	Gold
Atlanta Treatment Center	Healthcare	1-50	Silver
Barilla America	Manufacturing	51-1,000	Platinum
Beacon Health Options	Healthcare	1,001+	Platinum
Blue Cross Blue Shield of Rhode Island	Healthcare	1,001+	Platinum
Brinker International	Food and Beverage	1,001+	Gold
Broward College	Academia	1,001+	Gold
Brown Brothers Harriman	Financial Services	1,001+	Platinum
Cal Voices	Non-Profit	51-1,000	Platinum
Cengage Group	Other	51-1,000	Platinum
Central State Hospital	Healthcare	51-1,000	Gold
Children's Services Council of Palm Beach County	Public Sector	51-1,000	Gold
City of Hollywood	Public Sector	1,001+	Platinum
City of Lake Worth Beach	Public Sector	51-1,000	Gold
City of North Port	Public Sector	51-1,000	Gold
City of Port St. Lucie	Public Sector	1,001+	Platinum
Colorado Housing and Finance Authority	Non-Profit	51-1,000	Platinum
Connections Family Resource Center	Non-Profit	1-50	Gold
ConvergeOne	Other	1,001+	Gold
Crescent Counseling and Casework Services	Social Services	51-1,000	Platinum
Cummings Graduate Institute	Education	1-50	Silver
Cummins Behavioral Health Systems	Social Services	51-1,000	Platinum
Dallas-Fort Worth International Airport	Public Sector	1,001+	Platinum

ORGANIZATION	INDUSTRY	STAFF SIZE	RECOGNITION
Deer Path Integrated Living	Healthcare	1-50	Silver
EAB	Education	1,001+	Platinum
Easterseals New Hampshire	Non-Profit	1,001+	Gold
Edward-Elmhurst Health	Healthcare	1,001+	Platinum
Faith Technologies Incorporated	Construction	1,001+	Platinum
Freedom Behavioral Health	Healthcare	51-1,000	Silver
Gehring Group & Bentek	Healthcare	51-1,000	Platinum
Happy Endings Hospitality	Food and Beverage	51-1,000	Gold
Harris Computer	Other	1,001+	Platinum
Harrison County	Public Sector	1-50	Platinum
Health Federation of Philadelphia	Non-Profit	51-1,000	Platinum
Heartly House	Non-Profit	1-50	Silver
Hemophilia Federation of America	Non-Profit	1-50	Platinum
HUBBELL	Manufacturing	1,001+	Gold
Impact Behavioral Health Partners	Non-Profit	1-50	Silver
Independent Health	Healthcare	1,001+	Platinum
Johnson, Kendall & Johnson	Financial Services	51-1,000	Gold
Kansas City University	Academia	51-1,000	Platinum
Kearney	Other	1,001+	Platinum
King County	Public Sector	1,001+	Platinum
Kroger	Other	1,001+	Gold
Land of Goshen Treatment Center	Healthcare	1-50	Platinum
Medical Group Management Association	Healthcare	51-1,000	Gold
Mental Health America in Sheboygan County	Non-Profit	1-50	Silver
Mental Health America of Dutchess County	Non-Profit	51-1,000	Gold
Mental Health America of Northwest Indiana	Non-Profit	1-50	Platinum
Mental Health Association of Westchester	Non-Profit	51-1,000	Platinum
Mental Health Connecticut	Non-Profit	51-1,000	Platinum
Mental Health Minnesota	Non-Profit	1-50	Silver
Mission Partners	Other	1-50	Gold
National Life Group	Financial Services	1,001+	Platinum
National Parent-Teacher Association	Non-Profit	1-50	Platinum
New York Psychotherapy & Counseling Center	Healthcare	51-1,000	Platinum
NewYork-Presbyterian	Healthcare	1,001+	Gold
Nielsen	Research and Development	1,001+	Platinum
North Country Community Mental Health	Healthcare	51-1,000	Platinum
Not 9 to 5 Org	Food and Beverage	1-50	Bronze
Nova Healthcare Administrators	Healthcare	51-1,000	Platinum
NYU Langone Health	Healthcare	1,001+	Platinum

<b>ORGANIZATION</b>	<b>INDUSTRY</b>	<b>STAFF SIZE</b>	<b>RECOGNITION</b>
Otsuka	Healthcare	1,001+	Platinum
Palm Beach County Sheriff's Office	Public Sector	1,001+	Gold
Parkway School District	Education	1-50	Platinum
PwC	Financial Services	1,001+	Gold
Rhone Apparel	Other	51-1,000	Bronze
Riverside Healthcare	Healthcare	1,001+	Platinum
Rogers Behavioral Health	Healthcare	1,001+	Platinum
Room For Change	Healthcare	1-50	Gold
SERV Behavioral Health System	Non-Profit	51-1,000	Gold
Sharp HealthCare	Healthcare	1,001+	Platinum
Simply Business	Financial Services	51-1,000	Platinum
Surgical Care Affiliates	Healthcare	1,001+	Gold
Teva	Healthcare	1,001+	Platinum
The Ecumenical Center	Non-Profit	51-1,000	Platinum
The Self-Care Lab	Non-Profit	1-50	Bronze
TIAA	Financial Services	1,001+	Platinum
Trial Smith/Member Central	Other	1-50	Bronze
Union Bank & Trust	Financial Services	51-1,000	Platinum
United Group Services	Construction	51-1,000	Silver
Village Of Wellington	Public Sector	51-1,000	Platinum
Watchdog REPM	Other	51-1,000	Platinum
Woman's Hospital	Healthcare	1,001+	Gold
Yahoo	Other	1,001+	Platinum
Youth Advocate Services	Social Services	1-50	Bronze