



# HEALTH AND SAFETY BULLETIN

October 2021

## Trick or Treat?

As we enter into autumn and our second COVID Thanksgiving and Halloween, the effects of COVID and public health restrictions have taken a toll on all of us.

Be kind. Give thanks to our healthcare workers by treating yourself to the COVID-19 vaccine if you haven't done so yet.

## In This Issue

- Take Care of Mental Health
- Violence and Harassment

## October Awareness

Awareness Month: [Breast Cancer](#); [Dyslexia](#); [Mark it Read](#); [Occupational Therapy](#)  
[World Vegetarian Day](#): 1  
[International Day of Non-Violence](#): 2  
[World Teacher's & Mental Health Day](#): 10  
[Thanksgiving & Coming Out Day](#): 11  
[No Bra & Thrombosis Day](#): 13  
[World Sight Day](#): 14  
[Pregnancy & Infant Loss](#): 15  
[World Spine Day](#): 16  
[Invisible Disabilities Week](#): 18-24  
[Health Care Aide Day](#): 18  
[Stuttering Awareness Day](#): 22  
[Respiratory Therapy Week](#): 24-30  
[Occupational Therapy Day](#): 27  
[Canadian ICU Week](#): 27-30  
[Halloween](#): 31

10 October is World  
Mental Health Day



# 10 Practical Ways to Take Care of Your Mental Health



Image source

## Take Care of Mental Health

With shut-down season meaning increased hours for field staff and COVID restrictions causing further life disruptions, it is important to ensure a good work-life balance to support the mental health of workers.

### Self-Care Basics

- Maintain a healthy support system
- Exercise regularly
- Get enough sleep
- Engage in leisurely activities
- Embrace Solitude

### Recognize symptoms of stress:

- Feeling irritation, anger, anxious, nervous, uncertain
- Lacking motivation
- Feeling sad or depressed, tired, overwhelmed, burned out
- Having trouble sleeping or concentrating

### Building resilience and managing stress:

- Identify things which you do not have control over, do the best you can with the resources you have available
- Take breaks from news, social media, etc. which can be upsetting or mentally exhausting
- Increase your sense of control by following a routine:

⇒ Sleep schedule

⇒ Take breaks from work to stretch, exercise, and check-in

⇒ Spend time outdoors

⇒ Practice mindfulness techniques

### Burn out

- Consider allowing workers to have more flexible work-time arrangements to allow more time with family
- Talk to your supervisor if you are struggling and/or do not feel you are fit for duty

## Violence and Harassment

Instances of both physical and psychological forms of violence and harassment tend to rise during infectious disease outbreaks, both at home and in the workplace. This is in addition to increases in discrimination and social stigma. Tensions and individual challenges are likely to run high, making workplace disputes more common.

- Adhere to health and safety protocols; like the Violence and Harassment policy, they exist to protect everyone.
- Ensure supervisors and managers are trained in conflict resolution to reduce the likelihood of escalation.
- Violence or harassment is not tolerated. If you witness or experience violence or harassment, say something whether it's at a RAE site, client site, or in a virtual work environment.
- If you aren't comfortable going to a Supervisor, go to HR.



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HARASSMENT  
AND VIOLENCE

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Image source

## Informative Links

- [How to look after your mental health](#)
- [Complete Guide to Caring for Your Mental Health](#)
- [Managing work-related psychosocial risks during the COVID-19 pandemic](#)
- [5 Strategies to Support Your Employees Through a Crisis](#)
- [Employees: How to Cope with Job Stress and Build Resilience During the COVID-19 Pandemic](#)
- [Help in Tough Times: Coping with Stress](#)
- [Employee & Family Assistance Program](#)
- [Building your self-care toolkit](#)
- [Addressing tensions in the workplace as Covid transitions roll out](#)
- [RAE HSE Manual:](#)
  - ⇒ [S.19 Violence & Harassment Policy](#)
  - ⇒ [S.10 Fit for Duty Policy](#)

### True or False

It is recommended to try and resolve incidents of violence and/or harassment before they escalate by informing the instigator that their behaviour is unacceptable (when safe to do so), either directly or via a third party. (S.19 HSE Manual)

## QUESTION!



RAE Staff who answer correctly will be entered in a \$25 draw *plus* Safety Rewards Points! Email responses to [raesafety@raeengineering.ca](mailto:raesafety@raeengineering.ca) by 8am Friday 29 October 2021, the winner will be announced that afternoon.