

Gina Fiorillo

Lawyer

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BC Mental Health &
Addiction Services

An agency of the Provincial Health Services Authority



SIMON FRASER UNIVERSITY
CENTRE FOR APPLIED RESEARCH IN
MENTAL HEALTH AND ADDICTION
FACULTY OF HEALTH SCIENCES



CIHR IRSC
Canadian Institutes of Health Research
Institut de recherche en santé du Canada

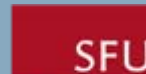
Role(s)

- Labour and human rights lawyer
- Represent unions and advocate on behalf of unions and union members
- Represent individual employees with mental disorders & addictions
- Mediator/Negotiator
- Educator/Trainer



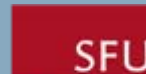
Challenges/Barriers within Role(s)

- Identifying unhealthy work environments
- Identifying at risk individuals
- Constructive intervention/education/coordination of experts
- Maintaining employment and/or employment benefits for those dealing with mental health and/or addiction issues
- Overcoming stigmas associated with mental health and addiction issues in the workplace



Needs from other Stakeholders

- Information
- Sensitivity to the need for deadlines
- Respect for confidentiality/privacy issues
- Education/facilitation and/or other support
- Creativity/flexibility/compassion
- Appreciation of workplace dynamics
- Recognition and respect for the rights of individual employees and co-workers
- Willingness to work with both the union and employer representatives in the process of education and accommodation



Key Research Questions

- Is there a more appropriate way to deal with mental health issues, including post traumatic stress disorder, in the workplace?
- What are the most effective workplace reintegration programs for those dealing with mental health and addiction issues?
- Do last chance agreements to address addiction issues do more harm than good?
- Do disability managers (administrators/insurers) exacerbate disability by proceeding on the assumption of malingering?
- Is there an effective way to preserve confidentiality of medical information while remaining sensitive to disclosure obligations in the workplace?

