



Psychiatry &
Behavioural
Neurosciences

Wellness Resource Guide

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Reviewed by: DPBN Wellness Committee


Introduction

Welcome to the Department Wellness Resource Guide!

Initially compiled in 2020 during the COVID-19 pandemic, this guide has gone through several iterations, via annual updates, to continue to provide a comprehensive collection of wellness-related resources for our department members.

The current guide has been modeled after the Mental Health Continuum (*see page 5 for details*), with escalating intensity of resources ranging from those that are focused on health promotion (green) to crisis resources (red). However, resources can be utilized at any time based on one's needs.

In addition, recognizing many of our own department members as well as colleagues from across McMaster University have contributed to the listed resources, we have highlighted these with the following symbols:

 McMaster Faculty Contribution/Initiative

 DPBN Faculty Contribution/Initiative

We hope you find this to be helpful!

Tara Riddell & DPBN Wellness Committee

Contributing to Our Evolving Resource

Thank you for utilizing this wellness resource guide. This collection is intended to be a living document, continuously evolving to meet the needs of our department.

We believe that the best resources come from a collaborative effort, and we welcome your contributions to keep this library current and comprehensive.

If you have suggestions for new additions, updates, or improvements, please reach out to Tara Riddell (tara.riddell@medportal.ca) with your suggestions. Your insights and recommendations are invaluable in ensuring this resource remains relevant and useful.



Table of Contents

(Grey) Self-Check & Monitoring	4
Mental Health Continuum	5
Burnout Screening/Measurement	6
Mental Health/Well-being Screening	6
(Green) Health Promotion, Wellness Education & Training	7
Accessibility & Disability Resources	8
Equity, Diversity & Inclusivity Resources	9
Planetary & Climate Health Resources	9
Health Promotion - Okanagan Charter Resources	10
System Change Resources & Training	11
Wellness Courses & Certificates	12
Wellness Conferences	13
Wellness Educational Resources	14-5
(Yellow) Peer Support & Professional/Community Groups	16
DPBN Groups	17
General Resources	18
Disability-Related Resources	18
McMaster Students	19
McMaster Medical Students	19
McMaster Residents	20
Physicians & Physician Families	20
Healthcare Providers & First Responders	21
Hospital-Specific	21
McMaster-Specific	21
(Orange) Accommodations & Health/Mental Health Supports	22
Accessing Accommodations	23
Accessing Primary Health Care	24
Accessing Mental Health & Addictions Care	25
Accessing Therapy & Counselling	26-8
HHS-Specific Supports	29
McMaster-Specific Supports	30
SJHH-Specific Supports	31
(Red) Crisis Supports & Reporting	32
Supporting Others in Distress/Difficulty	33
Local Crisis Supports	33
General Helplines	34
Identity-Specific Helplines	34
Student Helplines	35
Medical Student & Resident Physician Helplines	35
Abuse, Neglect, and Interpersonal Violence Helplines	35
Emergency Shelters	36
Campus/Hospital Emergency Contacts	36
McMaster Reporting - Intake Offices	37
Reporting - Student Specific Supports	38
Reporting - Hospital Specific Supports	38

Self-Check & Measurement

Mental Health Continuum (MHC)

The MHC was originally developed by the Canadian Department of National Defense, and is now shared widely across institutions and organizations nationally, including within healthcare.

It is comprised of 6 themes (mood, attitude/performance, sleep, physical symptoms, social behaviour, and habits/substance use) to support individuals in attending to and monitoring their health and well-being.

The tool recognizes that there may be bidirectional movement along the continuum, from healthy (green) to mild/reversible distress (yellow) to more persistent injury and clinical disorders (orange and red), and provides suggestions to promote one's well-being at any stage of the continuum.

We encourage you to continue utilizing the MHC to monitor and support your own mental health.

← THE MENTAL HEALTH CONTINUUM →					
		SELF CARE & SOCIAL SUPPORT		PROFESSIONAL CARE	
		HEALTHY	REACTING	INJURED	ILL
		Normal Functioning	Common & Reversible Distress	Significant Functional Impairment	Clinical Disorder. Severe & Persistent Functional Impairment
MOOD	Normal mood fluctuations Calmness and the ability to take things in stride	Being irritable or impatient Being nervous Being sad or overwhelmed	Anger Anxiety Pervasive sadness or hopelessness	Angry outbursts or aggression Excessive anxiety or panic attacks Depression or suicidal thoughts	
ATTITUDE	A good sense of humor Good performance Being in control	Expressing displaced sarcasm Procrastination Forgetfulness	A negative attitude Poor performance or workaholic behavior Poor concentration or decisions	Excessive insubordination An inability to perform duties, control behaviour or concentrate	
SLEEP	Normal sleep patterns Few sleep difficulties	Having trouble sleeping Having intrusive thoughts Having nightmares	Restless or disturbed sleep Recurrent images or nightmares	An inability to fall asleep or stay asleep Sleeping too much or too little	
PHYSICAL HEALTH	Being physically well Having a good energy level	Having muscle tension or headaches Having low energy	Increased aches and pains Increased fatigue	Physical illnesses Constant fatigue	
ACTIVITY	Being physically and socially active	Decreased activity or socializing	Avoidance Withdrawal	Not going out or not answering phone	
HABITS	Limited or no alcohol use or gambling.	Regular but controlled alcohol use or gambling.	Increased alcohol use or hard-to-control gambling	Alcohol or gambling addiction Other addictions	

ACTIONS TO TAKE AT EACH PHASE OF THE CONTINUUM

<ul style="list-style-type: none"> Focus on task at hand Break problems into manageable chunks Identify and nurture support systems Maintain healthy lifestyle 	<ul style="list-style-type: none"> Recognize limits Identify and minimize stressors Engage in healthy coping strategies Get adequate food, rest, and exercise 	<ul style="list-style-type: none"> Identify and understand own signs of distress Seek social support and talk with someone instead of withdrawing Seek help 	<ul style="list-style-type: none"> Seek consultation as needed Follow health care provider recommendations Regain physical and mental health
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*Figure from: <https://mentalhealth.ae/mental-health-continuum/>

Burnout Screening & Measurement

Burnout is considered to be an occupational syndrome arising due to chronic and/or excessive workplace stress.

Several screening and measurement tools for burnout exist. A summary of such burnout and wellness-related measures can be found here: <https://nam.edu/valid-reliable-survey-instruments-measure-burnout-well-work-related-dimensions/>.

While the Maslach Burnout Inventory (MBI) is considered the gold-standard, the practical utility of such a tool may be limited by the length of the measure and as it is a proprietary tool requiring permission and cost to obtain. Alternatively, shorter screening tools for burnout have been developed, such as this single-item burnout measure by Dolan et al:

“Based on your definition of burnout, how would you rate your level of burnout?”	
1	I enjoy my work. I have no symptoms of burnout.
2	Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out.
3	I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion.
4	The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot.
5	I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help.
<p>Scoring: 3+ = suggestive of 1 or more symptoms of burnout Sensitivity = 83.2%; Specificity = 87.4%; PPV = 79.3%; NPV = 90%</p>	


Reference: Dolan ED, Mohr D, Lempa M, Joos S, Fihn SD, Nelson KM, Helfrich CD. Using a single item to measure burnout in primary care staff: a psychometric evaluation. J Gen Intern Med. 2015 May;30(5):582-7. doi: 10.1007/s11606-014-3112-6. Epub 2014 Dec 2. PMID: 25451989; PMCID: PMC4395610.

Other Wellness Self-Check Tools

Mayo Clinic Well-Being Index (WBI)	A validated tool to assess well-being across a variety of domains. Separate WBIs are available for medical students, residents, physicians, advanced practice clinicians, nurses, pharmacists and other employees. WBI Tool: https://www.mywellbeingindex.org
Mental Health Disorders Screening Tools	Mental Health America offers several screening tools for various psychiatric disorders including mood disorders, anxiety, PTSD and substance use. Screening Tools: https://screening.mhanational.org/screening-tools/
Moral Injury Symptom Scale for Healthcare Providers	Moral injury is conceptualized as the psychological response that results from situations in which an individual is unable to or prevented from acting in ways which align with their personal/professional values. More Info: https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7366883/

Health Promotion, and Wellness Education & Training


Accessibility & Disability Resources

<p>AccessMac (Accessibility Hub at McMaster)</p>	<p><u>For:</u> All McMaster students, staff and faculty - Provide navigational support of accessibility / disability services on campus, education and implementation support of the Accessibility for Ontarians with Disabilities Act via consultation, accessibility workshops, partnerships, annual reports and community publications. - Noteworthy resources available: a) Accessible event planning checklist, b) Words Matter: inclusive editorial style guide, c) Wayfinding & Navigating McMaster (information regarding accessible parking, all-gender bathrooms, etc.), d) Digital accessibility resources/guides</p> <p>Visit: https://accessibility.mcmaster.ca/</p>
<p>Docs with Disabilities</p>	<p><u>For:</u> Physicians, residents, and medical students - Initiative which aims to promote inclusive learning/work environments for clinicians and trainees with disabilities through research, and resource sharing - Provide listing of publications, educational resources, groups, and a podcast</p> <p>Visit: https://www.docswithdisabilities.org/</p>
<p>Library Accessibility Services</p>	<p><u>For:</u> All McMaster students, staff and faculty - Supports include: captioning, braille, alternative formats, assistive technology, and a Campus Accessible Tech Space (CATS) that is accessible for students with disabilities and which has tech for loan.</p> <p>Email: liblas@mcmaster.ca Website: https://library.mcmaster.ca/spaces/las</p>
<p><i>Training</i></p>	
<p>AODA Human Rights Code Training (via AccessMac)</p>	<p><u>For:</u> All McMaster students, staff and faculty - Free training which introduces definitions, examples, and expectations with regard to supporting people with disabilities at McMaster. 30 mins to complete.</p> <p>Website: https://accessibility.mcmaster.ca/training/aoda-and-human-rights-code-training/</p>
<p>DPBN EDI-IR Courses & Training Resource Library</p> 	<p><u>For:</u> DPBN faculty, staff and learners - Lists several courses and training programs including related to disability</p> <p>Website: https://files.constantcontact.com/b44993da601/c66dfa2a-d838-49a9-92da-52a90666f3d0.pdf</p>
<p>FLEX (Focus on Learning and Eliminating eXclusion): Accessible Education Training (via Access Mac)</p>	<p><u>For:</u> McMaster instructional staff - Free training which provides specific recommendations and strategies to advance and promote accessibility and inclusivity in the learning environment</p> <p>Website: https://accessibility.mcmaster.ca/training/accessible-education-training-for-instructional-staff/ Accompanying resource: https://ecampusontario.pressbooks.pub/flexforward/</p>

*For information regarding peer support and mentorship related to disability, see page 18



**For information regarding accessing accommodations, see page 23

Equity, Diversity & Inclusivity

<p>EDI-IR Courses & Training Resource Library</p> 	<p>- A resource library, compiled by Dr. Albina Veltman and Lisa Kennedy, which offers a listing of a wide variety of courses, trainings and resources about various topics related to Equity, Diversity, Inclusion and Indigenous Reconciliation (EDI-IR)</p> <p>Website: https://files.constantcontact.com/b44993da601/c66dfa2a-d838-49a9-92da-52a90666f3d0.pdf</p>
<p>Equity and Inclusion Office at McMaster University</p>	<p>- A central resource which promotes equity, diversity, inclusion, and accessibility across the campus, offering programs and services including anti-racism education, human rights complaint resolution, and sexual violence prevention and response, aiming to create a respectful and inclusive environment free from discrimination and harassment.</p> <p>Website: https://equity.mcmaster.ca/</p>

**For those interested in becoming more involved in EDI & IR within the department, learn more about the DPBN's Anti-Black Racism Working Group or PRISM (Yellow Section, page 17)*

Planetary & Climate Health

<p>Canadian Coalition for Green Health Care</p>	<p>- Focused on fostering environmentally sustainable, climate-resilient, and net-zero health systems across Canada. It offers resources, education, and community support to health care organizations and professionals to reduce their environmental impact and promote best practices in green health care.</p> <p>Website: https://greenhealthcare.ca/</p>
<p>Climate Psychology Alliance North America & Climate Psychiatry Alliance</p>	<p>- Both alliances are aimed at advocating for change through educating, motivating and supporting others to promote sustainability, particularly recognizing impacts the climate crisis has on mental well-being.</p> <p>- Both offer educational resources, training for therapists, and collaborate on a climate-aware therapist directory</p> <p>Website: https://www.climatepsychology.us / https://www.climatepsychiatry.org</p>
<p>Environmental Stewardship and Psychiatry: A Plan for Sustainable Change</p> 	<p>- A guide and resource, created by Dr. Nick Kates, Emma Ko and Neha Mathur, highlighting the impacts of climate change on mental health, as well as providing a roadmap for a psychiatry department and its members in integrating green approaches into clinical work, and advocating for environmental sustainability.</p> <p>Website: https://www.peachhealthontario.com/_files/ugd/f36758_12b92420ec4b4ec7b958ca141be957be.pdf</p>
<p>PEACH (Partnerships for Environmental Action by Clinicians and Communities for Healthcare Facilities) Health Ontario</p> 	<p>- A central hub which promotes environmental sustainability in healthcare by fostering partnerships and providing a roadmap for advocating/implementing green practices across healthcare facilities in Ontario. It provides resources, education, and actionable strategies to reduce the environmental impact of healthcare operations.</p> <p>Website: https://www.peachhealthontario.com/</p>

**For those interested in becoming more involved in planetary and climate health within the department, learn more about the DPBN's Planetary Mental Health Working Group (Yellow Section, page 17)*

Health Promotion - Okanagan Charter

<p>Okanagan Charter</p>	<ul style="list-style-type: none"> - An outcome of the 2015 International Conference on Health Promoting Universities and Colleges / VII International Congress - Core calls to action including embedding health into all aspects of campus culture and leading health promotion action and collaboration both locally and globally <p>Website: https://www.healthpromotingcampuses.org/okanagan-charter</p>
<p>McMaster Okanagan Office of Health and Well-being</p>	<ul style="list-style-type: none"> - Guided by the Okanagan Charter, the McMaster Okanagan Office aims to support and enhance health and well-being of all (students, staff and faculty) at the university - Provide a compendium of relevant health and well-being resources and policies, as well as support health-promoting initiatives across McMaster <p>Website: https://okanagan.mcmaster.ca/</p>
<p>CAMI (Culture of Academic Medicine Initiative)</p>	<ul style="list-style-type: none"> - An initiative of the AFMC (Association of Faculties of Medicine of Canada) which promotes positive culture change by encouraging the institutional adoption of best practices, based on the Okanagan Charter, that foster respectful and inclusive environments for the wellbeing of all in academic medicine - Provides stories and examples of institutional action, as well as a wealth of related resources <p>Website: https://cami-icmu.ca/</p>
<p>Adapting the Okanagan Charter for Administrators and Medical Educators</p>	<ul style="list-style-type: none"> - An article in <i>Academic Medicine</i> (2023) by Victor Do, Melanie Lewis, Cheryl Goldstein, and Lyn Sonnenberg, which outlines 6 strategic directions for implementation of the Okanagan Charter with pragmatic steps and directions. While designed for medical education, this framework can be applied to healthcare organizations/departments. <p>Article: https://pubmed.ncbi.nlm.nih.gov/36706323/</p>


System Change - Resources

AMA - STEPS Forward	<p>- Ideal for healthcare leaders, the program offers practical toolkits, webinars, and strategies for transformative practice management (including related to optimizing practice efficiency, reducing burnout, and improving patient care).</p> <p>Website: https://edhub.ama-assn.org/steps-forward</p>
Institute for Healthcare Improvement - Joy in Work & Workforce Well-being	<p>- Provides evidence-based resources for improving joy and well-being within healthcare work environments. This includes a framework for improving fulfillment and an action guide for supporting staff well-being.</p> <p>Website: https://www.ihl.org/Topics/Joy-In-Work/Pages/default.aspx</p>
Mayo Clinic: Strategies to reduce burnout - 12 actions to create an ideal workplace	<p>- A book by Drs. Stephen Swensen and Tait Shanafelt, which provides an institutional blueprint including 12 actionable steps to create a supportive and efficient workplace.</p> <p>More info: https://academic.oup.com/book/36545</p>
National Academies of Medicine - Action Collaborative on Clinician Well-being	<p>- Provides a compendium of evidence-based resources, reports and recommendations to promote change within the health system.</p> <p>Website: https://nam.edu/initiatives/clinician-resilience-and-well-being/</p>
Ontario Medical Association - Healing the Healers: System-Level Solutions to Physician Burnout	<p>- Recommendations from the OMA's Burnout Task Force regarding system-level solutions to address burnout of Ontario's physicians</p> <p>Website: https://www.oma.org/siteassets/oma/media/pagetree/advocacy/issues/burnout/burnout-paper.pdf</p>
The Revel Method	<p>- Supported by the Canadian Institute for Pandemic Health Education and Response, an approach to address workplace burnout and demoralization.</p> <p>Website: https://www.cipher-iceisp.ca/projects/revel-improving-healthcare-wellbeing/</p>

System Change - Training for Leaders

ECHO Leading Wellness	Free	<p>- An e-learning course, developed in collaboration with CAMH, with modules designed to train healthcare wellness leads across Ontario to build capacity to plan and launch initiative to support HCP well-being.</p> <p>Website: https://cmelearn.camhx.ca/ (Select 'ECHO Leading Wellness')</p>
Stanford WellMD Courses	\$\$\$	<p>- Offer training programs to equip healthcare leaders with tools to advance well-being at the unit, department, or institutional level</p> <p>CWO Course: https://wellmd.stanford.edu/knowledge-hub/courses-conferences/cwo-course.html</p> <p>Director Course: https://wellmd.stanford.edu/knowledge-hub/courses-conferences/directorcouse.html</p>

Wellness - Courses & Certificates


<i>For All (McMaster Staff, Faculty & Leaders)</i>		
The Working Mind Mental Health Training	Free	<ul style="list-style-type: none"> - An evidence-based training program designed to promote mental health and reduce stigma in the workplace. - While a general training program is available for employees or leaders, there is also specialized training for healthcare workers and first responders. <p>General Website: https://openingminds.org/training/twm/ At McMaster: https://hr.mcmaster.ca/employees/health_safety_well-being/my-health/mental-health-resources-and-training/the-working-mind/</p>
<i>For Educators</i>		
More Feet on the Ground	Free	<ul style="list-style-type: none"> - A certificate course developed by the Council of Ontario Universities, Brock University and the Centre for Innovation in Campus Mental Health, which can be completed in 20-25 mins, to prepare you to support students on campus who may be living with mental health concerns. <p>Website: https://morefeetontheground.ca/</p>
Professor Hippo-on-campus 	Free	<ul style="list-style-type: none"> - An online e-learning program, developed by Dr. Catharine Munn and Samantha Clarke of McMaster University, to assist faculty and educators in supporting the mental health of students. <p>Website: https://mi.mcmaster.ca/professor-hippo-on-campus/</p>
<i>For Medical Learners & Physicians</i>		
AMA - Physician Burnout & Wellness CME Course	Free	<ul style="list-style-type: none"> - A self-paced CME course to build understanding of physician burnout and strategies to promote professional well-being. <p>Website: https://edhub.ama-assn.org/course/279</p>
AMA - STEPS Forward CME	Free	<ul style="list-style-type: none"> - A self-paced CME course for physicians or healthcare leaders regarding practice improvement and well-being strategies. A certificate can be provided after participation in a minimum of 3 activities. <p>Website: https://www.ama-assn.org/practice-management/ama-steps-forward/ama-steps-forward-innovation-academy</p>
CMA - Physician Fundamentals	Free	<ul style="list-style-type: none"> - Offer free accredited on-demand learning programs related to physician wellness, self-awareness, effective communication, and cultivating safe working environments. <p>Website: https://joulecma.ca/learning/physician-fundamentals</p>
<i>For Healthcare Professionals</i>		
Tend Academy - Training	\$\$	<ul style="list-style-type: none"> - Offers specialized training programs for helping professionals, providing practical tools and strategies to prevent and manage burnout, compassion fatigue, moral distress, and vicarious trauma. <p>Website: https://www.tendacademy.ca/</p>

Wellness - Conferences

<p>Amercian Conference on Physician Health</p>	<p>- A multi-day conference, occurring every 2 years (next in 2025), sponsored jointly by the AMA, Mayo Clinic and Stanford Medicine which share research related to the health system and ideas/steps physicians and leaders can take to improve physician well-being.</p> <p>Website: https://www.physician-wellbeing-conference.org/</p>
<p>Canadian Conference on Physician Health</p>	<p>- A multi-day conference, occurring every 2 years (next in 2025), sponsored by the CMA sharing research and innovative initiatives that address issues related to physicians' health and wellness within both the training and practice environments.</p> <p>Website: https://www.cma.ca/get-involved/conferences-events</p>
<p>Canadian Conference on Physician Leadership</p>	<p>- A multi-day conference, occurring annually, sponsored by the Canadian Society of Physician Leaders, which offers physicians at all career stages opportunities to network with colleagues, and gain leadership/management strategies (which may also include sessions on individual and organizational well-being).</p> <p>Website: https://physicianleadershipconference.com/</p>
<p>Canadian Women in Medicine Conference</p>	<p>- An annual multi-day conference, occurring annually each spring, specifically for women physicians to offer opportunities for networking and support thriving in both personal and professional domains.</p> <p>Website: https://www.conference.cwimgather.com/</p>
<p>CARE4You Conference</p>	<p>- A free, virtual 1-day event for helping professionals, sponsored by Tend Academy, featuring leaders in fields of burnout, empathic strain, secondary traumatic stress, and organizational health</p> <p>Website: https://www.tendconferences.com/</p>
<p>Champions of Wellness Conference</p>	<p>- Provide various virtual conferences and an annual summit (often free) for wellness champions and leaders to learn strategies and tools to promote clinician well-being.</p> <p>Website: https://www.championsofwellness.com/</p>
<p>International Conference on Physician Health</p>	<p>- A multi-day conference, occurring every 2 years (next in 2024), sponsored jointly by the AMA, BMA, and CMA, showcasing new research and offering practical evidence-based solutions, practice skills, and resources to support professional well-being.</p> <p>Website: https://www.international-conference-physician-health.org/</p>




**Several other annual conferences (such as American Psychiatric Association, Canadian Psychological Association, Canadian Psychiatric Association, International Conference on Residency Education, etc) often have sessions that relate to physician/clinician well-being.*

Wellness - Educational Resources

<i>For Healthcare Professionals</i>	
Fountain of Health - Thrive	<p>- A Canadian non-profit organization dedicated to promoting wellbeing through education based on scientific research. It offers resources and programs to help individuals, organizations, and clinicians improve health and happiness by integrating key findings on brain health, resilience, and behavior change.</p> <p>Website: https://fountainofhealth.ca/</p>
Healthcare Salute 	<p>- An ongoing surveillance project, led by Dr. Margaret McKinnon, regarding the experiences and impacts of the COVID19 pandemic on HCPs.</p> <p>- Provides self-assessment tool, factsheets, symposia, as well as individual coping strategies and organizational recommendations.</p> <p>Website: https://healthcaresalute-soinsdesantesalute.com/</p>
Moral Injury Guide	<p>- A guide designed to help understand and address the impact of moral injuries experienced by healthcare workers during the COVID-19 pandemic. It offers resources and strategies to support frontline workers facing moral stress due to high-stakes decisions and systemic challenges.</p> <p>Website: https://www.moralinjuryguide.ca/</p>
The Nocturnists	<p>- A free podcast created by Dr. Emily Silverman from UCSF, which utilizes story-telling to promote and celebrate humanism and vulnerability of HCPs.</p> <p>Website: https://thenocturnists.com/</p>
The Shame Space	<p>- A project which raises awareness of shame in medicine, with the goal of advancing shame-sensitive training and practice in healthcare through research and story-telling.</p> <p>Website: https://www.theshamespace.com/</p>

Wellness - Educational Resources Continued

For Medical Trainees & Physicians

<p>Humanism and Resilience in Residency Training: A Guide to Physician Wellness</p> 	<p>- A book, edited by Drs. Ana Hatega, Karen Saperson, Sheila Harms, and Heather Waters, with several chapters written by DPBN faculty/learners designed to enhance resident physician well-being by integrating humanistic practices and resilience-building strategies into medical education.</p> <p>More info: https://link.springer.com/book/10.1007/978-3-030-45627-6</p>
<p>Fatigue Risk Management Toolkit</p>	<p>- Developed by the Fatigue Risk Management Task Force, this is a toolkit that outlines strategies that can be utilized to mitigate fatigue-related risk for physicians. While aimed at residents and medical educators, several tools can likely be generalized to other HCPs.</p> <p>Website: https://www.residentfatigue.ca/</p>
<p>OMA Wellness Resources</p>	<p>- Offers several resources pertaining to physician health and wellness:</p> <p>a) Burnout Toolkit: https://www.oma.org/practice-professional-support/physician-health-and-wellness/tools-to-help-prevent-and-manage-burnout/</p> <p>b) PHP's Wellness Resources (mindfulness, fundamentals of civility, self-care basics): https://php.oma.org/well-being/</p>
<p>Physician Health & Wellness</p> 	<p>- An open-access chapter in the <i>McMaster Textbook of Internal Medicine</i>, authored by Drs. Tara Riddell & Ana Hategan, which reviews burnout and evidence-based strategies to mitigate stress and promote well-being.</p> <p>Website: https://empendium.com/mcmtextbook/chapter/B31.II.21.26.</p>
<p>RESPITE - Resilience in the Era of Sustainable Physicians</p> 	<p>- A free online e-curriculum developed by medical trainees and healthcare professionals from across North America (including McMaster University) with the aim of strengthening individual resilience as well as promoting a culture of wellness in medicine.</p> <p>Website: https://respite.machealth.ca/</p>
<p>WellDoc Canada</p>	<p>- Expanding from WellDoc Alberta program, this is a growing pilot to help build and develop education and prevention resources to support physician well-being. The website also includes links to new literature pertaining to physician health/wellness.</p> <p>Website: https://www.welldoccanada.org/</p>

Peer Support & Professional / Community Groups

DPBN Groups

<p>Anti-Black Racism Working Group</p>	<ul style="list-style-type: none"> - Established to promote diversity and inclusion within the department and support activities to increase opportunities for those who identify as Black. - Aims include: 1) Mentorship of BIPOC students, staff and faculty, 2) Expanding research capacity involving BIPOC communities, 3) Promoting cultural sensitivity and competency training, 4) Supporting recruitment and retention of BIPOC faculty and trainees <p>For more information: Contact Dr. Suzanne Archie (archies@mcmaster.ca) or Bev Pindar-Donick (pindon@mcmaster.ca)</p>
<p>Faculty Mentorship</p>	<ul style="list-style-type: none"> - Pairs junior and senior faculty within academic divisions to provide support and mentorship related to professional activities and development. <p>For more information: Reach out to your relevant division lead</p>
<p>Leadership Program</p>	<ul style="list-style-type: none"> - An annual leadership skills development program, which includes several half-day workshops along with small communities of practice, and opportunities for mentoring <p>For more information: Contact Laura Ellis (ellis2@mcmaster.ca)</p>
<p>McMUST (Global Mental Health)</p>	<ul style="list-style-type: none"> - A partnership between the DPBN and Mbarara University of Science and Technology in Uganda. - Established to support educational capacity and leadership at MUST, enhance opportunities for MUST and McMaster psychiatry residents through educational exchanges. <p>For more information: Contact Dr. Sheila Harms (harmssh@hhsc.ca)</p>
<p>New Faculty in Practice</p>	<ul style="list-style-type: none"> - Established to help orient new faculty in psychiatry (i.e., within the first five years of their first academic appointment) to the DPBN - Main goals are to provide education to new faculty on roles and responsibilities, enhance social connection among new faculty, and create opportunities for near-peer mentoring among new faculty. Educational and social events are held several times per year. <p>For more information: Contact Dr. Anita Acai (acaia@mcmaster.ca)</p>
<p>Planetary Mental Health Working Group</p>	<ul style="list-style-type: none"> - Established to promote education of faculty and learners regarding the current climate crisis and opportunities for individual and collective action, develop and lead a plan to promote sustainability within the department (such as related to reducing carbon footprint and adopting green approaches to delivery of mental health care), and advocate for higher-level change. <p>For more information: Contact Dr. Nick Kates (nkates@mcmaster.ca)</p>
<p>PRISM</p>	<ul style="list-style-type: none"> - A collaborative working group between St. Joseph's Healthcare Hamilton and DPBN, consisting of faculty, staff, and learners. - Aims include addressing mental health disparities, as well as advancing clinical training and practices, research initiatives and community collaboration relevant to the 2SLGBTQIA+ community <p>For more information: Contact Taylor Hatchard (hatchart@mcmaster.ca)</p>


Peer Connections, Mentorship & Support

<i>General</i>	
Togetherall	<p><u>For:</u> Anyone >16yo - A free digital mental health community, available 24/7, in which individuals can share their thoughts, seek support, and communicate with fellow members anonymously (monitored by registered mental health professionals).</p> <p>Website: https://togetherall.com/en-ca/</p>
<i>Disability</i>	
Canadian Association of Physicians with Disabilities (CAPD)	<p><u>For:</u> Canadian medical students - Connects medical students with medical trainees (medical students or residents) who have shared experiences of disability, chronic illness (physical or mental), and/or requiring academic accommodations.</p> <p>Website: https://www.capd.ca/mentorship</p>
Disability in Medicine Mutual Mentorship Program (DM3P)	<p><u>For:</u> Current, future, and former healthcare professionals and trainees with disabilities and chronic illness, and allies of HCPs with disabilities - Offer mutual mentorship, online discussions, networking, monthly virtual meetings, and related resources</p> <p>Website: https://disabilitymedmentors.org</p>
McMaster Employee Accessibility Network	<p><u>For:</u> McMaster employees (including student employees, TAs, RAs) who identify with disability-related issues - Offer monthly meetings hosted by EIO (in-person or phone-in) providing opportunity for peer support, consultation and strategizing (related to work accommodations, employment equity, accessibility in the workplace, etc).</p> <p>Website: https://accessibility.mcmaster.ca/services/employee-accessibility-network/</p>
MSU Maccess	<p><u>For:</u> McMaster students who experience disability, chronic illness, mental health concerns, sensory impairments, or navigating inaccessibility/accommodations - Offer access to peer support volunteers virtually or in-person, social/advocacy events and weekly community groups based on shared experiences</p> <p>Website: https://msumcmaster.ca/service/maccess/</p>
Society for Healthcare Professionals with Disabilities	<p><u>For:</u> Physicians, pharmacists, nurses, NPs, PAs, other HCPs, medical trainees, as well as family and friends who wish to provide support - Offer free membership, which includes a growing online supportive community as well as disability-related resources</p> <p>Website: https://www.disabilitysociety.org</p>


Peer Connections, Mentorship & Support

<i>McMaster Students</i>	
<p>MSU Clubs</p> <p><i>*Directory*</i></p>	<p>- Directory of >300 clubs available to McMaster students (including academic, recreational, cultural, religious, and related to social advocacy)</p> <p>Website: https://msumcmaster.ca/clubs/clubs-directory/</p>
<p>MSU Pride Community Centre (PCC)</p>	<p>- A student-run service for McMaster students who identify as gay, lesbian, bisexual, transgender, queer, and/or other diverse identities.</p> <p>- In addition to offering resources and educational programming, PCC offers peer support, weekly community groups, and a space on campus for students to connect.</p> <p>Location: MUSC (2nd floor), Rm 221 (see website for hours for peer support) Email: pride@msu.mcmaster.ca Website: https://msumcmaster.ca/service/pcc/</p>
<p>MSU Student Health Education Centre (SHEC)</p>	<p>- A peer-run service for McMaster students related to health and well-being.</p> <p>- In addition to offering educational materials/events, free health supplies (including anonymous/confidential pregnancy testing), and a lending library, SHEC offers confidential peer support in-person or online with trained volunteers</p> <p>Location: MUSC (2nd floor), Rm 202 Email: shec@msu.mcmaster.ca Website: https://msumcmaster.ca/service/shec/</p>
<p>Women & Gender Equity Group (WGEN)</p>	<p>- A peer-run service that caters to women, trans folk, people who identify outside the gender binary, gender non-conforming folk and all survivors of sexual and gender-based violence from all gender identities.</p> <p>- Offer walk-in support during office hours, closed support groups, and private peer support sessions with trained peer volunteers and executive staff.</p> <p>Location: MUSC (2nd floor), Rm 204 Email: wgen@msu.mcmaster.ca Website: https://msumcmaster.ca/service/wgen/</p>
<i>McMaster Medical Students</i>	
<p>McMaster Medical Peer Mentoring Programs</p>	<p>- Provide a few different opportunities for peer mentorship including the Preclerkship Mentorship Program and the Resident Student Mentorship Program.</p> <p>Website (see 'Peer Mentoring' section): https://www.medportal.ca/ug/student-information/student-affairs</p>
<p>McMaster Medical Student Council - Interest Groups</p>	<p>- Directory of various interest groups available to McMaster medical students (including academic, professional, recreational, cultural, and advocacy)</p> <p>Website: http://www.macmedsc.ca/interest-groups.html</p>
<p>OMSA Mentorship</p>	<p>- Annually establishes 1:1 connections between Ontario medical students and physicians based on professional and personal interests.</p> <p>- Aims to provide students with direct support, mentorship and encouragement.</p> <p>Website: https://omsa.ca/omsa-mentorship-program/ (Student mentees and faculty mentors can sign-up at the above link)</p>

Peer Connections, Mentorship & Support

<i>McMaster Residents</i>	
Canadian Psychiatric Association Mentorship	- Pair student/resident mentees with mentors in psychiatry based on professional interests. Aim is to provide mentees with opportunities to expand their professional network, and receive guidance outside of their academic curriculum. Website: https://www.cpa-apc.org/mentorship-program/
McMaster Resident Groups	- Directory of interest groups and committees available to McMaster residents. Website: https://pgme.mcmaster.ca/resident-affairs/get-involved-with-resident-affairs/
Support Group for Trainees with Children	- Offer monthly zoom calls for postgraduate medical trainees with children or who are a caregiver of any kind. More info: https://pgme.mcmaster.ca/app/uploads/2023/11/Trainees-with-Children-website-flyer.pdf
<i>Physicians & Medical Learners</i>	
Black Physicians Association of Ontario	- Provide support for Black learners, residents and physicians including through cultivating an active community network, mentorship and opportunities for professional development. Website: https://bpao.org
CMA Community	- Virtual spaces that support medical learners and physicians in connecting with their peers and sharing resources. Website: https://community.cma.ca
Canadian Physician Coaches Network	- Provides a directory of physician coaches (\$) who can work with physicians and medical learners to promote well-being and professional fulfillment. Website: https://www.coach4md.org
Canadian Women in Medicine	- Provide resources, events and opportunities for networking and mentoring for Canadian women physicians Website: https://www.cwimorg.com/
Indigenous Physicians Association of Ontario	- Provide resources for Indigenous learners, residents and physicians including through mentorship. Website: https://ipacamic.ca
<i>Physician Partners/Families</i>	
The Flipside Life 	- Provide education/advocacy on topics related to physician families, as well as opportunities for 1:1 support, in addition to a weekly Zoom connect call Website: https://www.theflip sidelife.com/

Peer Connections, Mentorship & Support

<i>Healthcare Providers and First Responders</i>	
Boots on the Ground (First Responders)	<p><u>For:</u> Retired or serving, sworn or civilian military personnel or veterans, nurses, paramedics, police officers, firefighters, emergency dispatch operators, or corrections/probation officers</p> <p><u>Offerings:</u> Provide listing of mental health and counselling resources, as well as a 24/7 peer support helpline.</p> <p>Call: 1-833-677-2668 Website: https://www.bootsontheground.ca</p>
Ontario Association of Mental Health Professionals (Peer Circles)	<p><u>For:</u> Ontario mental health professionals and trainees</p> <p><u>Offerings:</u> Provide facilitated peer-based learning opportunities that bring mental health professionals together to discuss relevant issues and practice complex decision-making in a safe environment. A nominal cost is involved (\$10-20).</p> <p>Website: https://oamhp.ca/peer-circles/</p>
<i>Hospital Specific Resources</i>	
Beyond Silence (HHS) 	<p><u>For:</u> HHS employees</p> <p><u>Accessible:</u> Mon-Sun 8am-11pm (live peer support)</p> <p><u>Offerings:</u> Confidential mental health ‘coach in your pocket’. Provides access to information regarding workplace mental health supports and resources, ability to track goals and well-being over time and access to trained peer support (either via secure chat or phone)</p> <p>For more info: Visit the HHS Hub or https://hub.hhsc.ca/yourhhs/hsw/eap/Pages/Beyond-Silence-Peer-Support-for-Healthcare-Workers-Research-Project-.aspx</p> <p>Website: https://www.beyondsilence.ca/; HHS code: HS4W73JNZ</p>
SJHH Employee Peer Support	<p><u>For:</u> SJHH employees</p> <p><u>Offerings:</u> Can register to be connected with a peer ally, with shared lived experience, to promote employee wellness.</p> <p>Website: http://mystjoes/teams/Peer (via MySt Joes Intranet)</p>
<i>McMaster Specific Resources</i>	
McMaster Chaplaincy Centre	<p><u>For:</u> McMaster students, staff and faculty</p> <p><u>Offerings:</u> Provide personal support to anyone, whether part of a spiritual community or not, for any concerns. Can also collaborate with other campus services to help individuals navigate academic, relational, spiritual or practical concerns. Also can lead a variety of programs including related to self-care, forming community connection or related to prayer.</p> <p>Visit: MUSC (2nd floor), Rm 231 (see website for drop-in hours) Email: chaplain@mcmaster.ca Call: 905-525-9140 ext. 24207 Website: https://www.mcmasterchaplancy.org/</p>

Accommodations & Health/Mental Health Resources

Accessing Accommodations

<i>For McMaster Students</i>	
Student Accessibility Services (SAS)	<p><u>For:</u> McMaster undergraduate, graduate and medical students <u>Accessible:</u> Mon-Fri 8:30am-4:30pm - To request accommodation plans for functional disabilities</p> <p>Website: https://sas.mcmaster.ca/ Contact: 905-525-9140 ext. 38652</p>
UGME Accommodations (for other rights protected grounds)	<p><u>For:</u> McMaster medical students - To request accommodations on the basis of family status; religious, Indigenous or spiritual observances; or other grounds related to the Ontario Human Rights Code</p> <p>Accommodation Request Form & Information: https://www.medportal.ca/assistance/accommodation-in-medical-education</p>
<i>For McMaster Residents</i>	
Resident Affairs	<p><u>For:</u> McMaster resident physicians <u>Accessible:</u> Mon-Fri 8:30am-4:30pm - Confidential support for residents including assistance with accessing accommodations.</p> <p>Email: pgaffairs@mcmaster.ca Guidelines: https://pgme.mcmaster.ca/app/uploads/2023/04/Accommodation-Guidelines-for-Trainees_Final.pdf</p>
<i>For McMaster Employees</i>	
Human Resources	<p><u>For:</u> McMaster employees - Provide support around workplace accommodations, workplace injury/illness, return to work planning, and disability benefits.</p> <p>Website: https://hr.mcmaster.ca/employees/health_safety_well-being/my-health/ Workplace Accommodation Guide: https://hr.mcmaster.ca/app/uploads/2021/06/Workplace-Accommodation-Procedures-June-2021.pdf Workplace Accommodation Request Form: https://hr.mcmaster.ca/app/uploads/2018/11/Employee-Request-for-Workplace-Accommodation-Form-fillable.pdf Family Accommodation Request Form: Can be downloaded from the HR website above.</p>
<i>For Hamilton Hospital Employees</i>	
Hamilton Health Sciences - Ability Services	<p>- Employees to advise their manager and Ability Services (ability@hhsc.ca) if a work accommodation is required. An Accommodation Request Form will need to be submitted.</p> <p>More Info: Work Accommodation Program Page available on HHS Intranet</p>
St. Joseph's Healthcare Hamilton - Employee Health	<p>- Employees to advise their manager and Employee Health if a work accommodation is required.</p> <p>More Info: http://mystjoes/policies/Policies/033-HR.pdf</p>


Accessing Primary Health Care

<p>Aboriginal Health Centre (de dwa de dehs nye>s)</p>	<p>- Provide primary care and health promotion programs in Brantford, Hamilton and more recently Niagara/Haldimand County. - Additional services include counselling for youth and adults, peer support, outreach case management and navigation, as well as referral to other specialist support services.</p> <p>Call (Brantford): 519-752-4340 Call (Hamilton): 905-544-4320 Call (Niagara): 289-438-1540 Website: https://aboriginalhealthcentre.com/</p>
<p>Hamilton Academy of Medicine</p>	<p>- Provide an up-to-date listing of primary care providers in Hamilton and surrounding areas (Ancaster, Burlington, Dundas, Stoney Creek & Waterdown) who are accepting new patients.</p> <p>Website: https://www.hamiltondoctors.ca/find-a-doctor/</p>
<p>Healthcare Connect</p>	<p>- Provides support for Ontario residents (with a valid OHIP card) in connecting with a family physician or nurse practitioner accepting new patients in their community.</p> <p>Website: https://hcc3.hcc.moh.gov.on.ca/HCCWeb/faces/layoutHCCHomePage.xhtml?sW=1280&sH=800&btype=Firefox&bver=115&ajax=y</p>
<p>Kitchener-Waterloo Chamber of Commerce</p>	<p>- Upon request can provide a list of primary care providers in the Kitchener/Waterloo region accepting new patients.</p> <p>Call: 519-749-6043 Website: http://greaterkwchamber.com/physician-recruitment-advocacy/physician-recruitment/</p>
<p>Niagara Region Public Health</p>	<p>- Provide an up-to-date listing of primary care providers in Niagara and surrounding areas (Fort Erie, St. Catharine's, Welland) accepting new patients.</p> <p>Website: https://www.niagararegion.ca/health/find-a-doctor.aspx</p>
<p>Rainbow Health Provider Directory</p>	<p>- Provide a listing of health and social service providers who who have expressed a commitment to providing competent and welcoming care to 2SLGBTQ people in Ontario</p> <p>Website: https://www.rainbowhealthontario.ca/lgbt2sq-health/service-provider-directory/</p>
<p><i>For McMaster Students (including Medical Students)</i></p>	
<p>Student Wellness Centre</p>	<p>- Provide primary care and health promotion services for McMaster students - Additional services include counselling, mental health care, and wellness programs</p> <p>Call 905-525-9140 ext. 27700 Website: https://wellness.mcmaster.ca/</p>
<p><i>For McMaster Resident Physicians</i></p>	
<p>PARO</p>	<p>- Can request a list of family physicians in their area accepting new patients, by emailing paro@paroteam.ca</p>
<p>PGME/Resident Affairs</p>	<p>- Hamilton residents: Can request a list of family physicians accepting new patients from PGME by emailing postgd@mcmaster.ca - Regional residents: Can request information about finding a family physician by connecting with their regional Resident Affairs Director</p>

Accessing Mental Health/Addiction Care

<i>General Resources</i>	
Addiction & Withdrawal Management Programs	<p>Hamilton: https://www.hamilton.ca/people-programs/public-health/alcohol-drugs-gambling/harm-reduction-services#alcohol-drugs Kitchener/Waterloo: https://www.waterlooregiondrugstrategy.ca/en/find-help/find-help.aspx Niagara: https://www.niagararegion.ca/living/health_wellness/alc-sub-abuse/drugs/services.aspx</p>
ConnexOntario	<p><u>For:</u> Anyone <u>Accessible:</u> 24/7 - Provide free and confidential health services for individuals experiencing problems with substance use, mental health, or gambling</p> <p>Call: 1-866-531-2600 Email/chat online via: https://www.connexontario.ca/en-ca/</p>
<i>For Healthcare Providers</i>	
Homewood Health Centre - Healthcare Provider Services	<p><u>For:</u> Healthcare providers - Provide healthcare specific support/programming as part of inpatient treatment programs (such as Addiction Medicine Program, Integrated Mood, Anxiety and Concurrent program). Can self-refer or be referred by an MD.</p> <p>More info: https://homewoodhealthcentre.com/treatment-programs/healthcare-provider-stream/</p>
Mental Health Services for Health and Community Care Workers (via SJHH)	<p><u>For:</u> Ontario healthcare workers <u>Accessible:</u> Mon-Fri 8:00am-4pm - Confidential support for HCPs including assistance with accessing other services</p> <p>Call: 905-522-1155 ext. 36499, OR utilize the online referral form: https://www.stjoes.ca/hospital-services/mental-health-addiction-services/connect-mental-health-and-addiction-outpatient-programs/mental-health-services-for-hcw</p>
Nurses Health Program (NHP)	<p><u>For:</u> Ontario nurses <u>Accessible:</u> Mon-Sun 7am-7pm - Voluntary program for nurses experiencing substance use or mental health concerns which may impair their ability to practice. Provide access to professional advice and health care services/providers, assessment and case management, and monitoring. Nurses may self-refer or can be referred via the CNO.</p> <p>Call: 1-833-888-7135 Website: https://www.nurseshealth.ca/</p>
<i>For Physicians & Medical Learners (Medical Students, Residents)</i>	
OMA Physician Health Program (PHP)	<p><u>For:</u> Physicians, resident physicians, medical students and their families <u>Accessible:</u> Mon-Fri 8:45am-5pm - Provide support for a range of concerns (personal/relationship, professional, mental health or substance use). Offer educational services, connections to formal supports (counelling/therapy, coaching, addiction physicians, psychiatrists), assessments for physicians referred by a third party, and a voluntary accountability/monitoring program. They can be contacted anonymously or confidentially.</p> <p>Call: 1-800-851-6606 Email: php@oma.org Website: https://php.oma.org</p>

Accessing Therapy & Counselling

<p>Affordable Therapy Network</p> <p><i>*Directory*</i></p>	<p>Varies (\$)</p>	<p><u>For:</u> Canadians experiencing financial barriers to access therapy</p> <ul style="list-style-type: none"> - Various therapeutic modalities offered - Therapist directory for virtual or in-person therapy at either low cost or sliding scale rates <p>Website: https://affordabletherapynetwork.com/</p>
<p>Bounceback (by CMHA)</p>	<p>Free</p>	<p><u>For:</u> Youth (15+) and adults experiencing stress, worry, depression</p> <ul style="list-style-type: none"> - CBT-based - Self-guided (via online videos and workbooks) with option for supportive phone coaching (by self or MD referral) - Resource/support is available in over 15 languages <p>Self-directed videos: https://www.bouncebackvideo.ca/; Code: bbtodayon Coaching support: https://bouncebackontario.ca/</p>
<p>Centre for Mindfulness Studies</p>	<p>Varies (Free/\$)</p>	<p><u>For:</u> Ontario frontline staff, caregivers, and healthcare workers</p> <ul style="list-style-type: none"> - Mindfulness program - Offer a variety of mindfulness programs, including a free facilitated 6-week program (1hr sessions) for healthcare workers to promote emotional well-being. <p>Website: https://www.mindfulnessstudies.com/mindfulness-for-our-frontline-workers/</p>
<p>Dialectical Behavioural Therapy</p>	<p>Free</p>	<p><u>For:</u> Anyone</p> <ul style="list-style-type: none"> - DBT-focused - Self-guided course which includes 40 DBT lessons (including videos, exercises and worksheets) <p>Website: https://dialecticalbehaviortherapy.com/</p>
<p>Healing in Colour</p> <p><i>*Directory*</i></p>	<p>Varies (\$)</p>	<p><u>For:</u> Canadians searching for a BIPOC therapist</p> <ul style="list-style-type: none"> - Various therapeutic modalities offered - BIPOC therapist directory for virtual, phone or in-person therapy <p>Website: https://www.healingincolour.com/directory</p>
<p>Insomnia Coach (by VA)</p>	<p>Free</p>	<p><u>For:</u> Anyone experiencing trouble sleeping/insomnia</p> <ul style="list-style-type: none"> - CBT for insomnia - App that provides information about sleep and insomnia, virtual sleep diary and coach, and a training plan with helpful tools <p>Available for Apple/Android (via related App stores) Website: https://www.ptsd.va.gov/appvid/mobile/insomnia_coach.asp</p>
<p>McMaster Mindfulness</p> 	<p>Free</p>	<p><u>For:</u> McMaster faculty, staff, postdocs and graduate students</p> <ul style="list-style-type: none"> - Mindfulness program - Offer a free, facilitated 4-week program (75min sessions) for the McMaster community throughout the year <p>Website: https://mentalhealth.mcmaster.ca/initiatives/macmindfulness/</p>


MindShift (by Anxiety Canada)	Free	<p><u>For:</u> Anyone experiencing worry, anxiety, panic, phobias or perfectionism</p> <ul style="list-style-type: none"> - CBT-based - App that provides tools and strategies to better manage anxiety (including thought journals, coping cards, belief/behavioural experiments, mindfulness meditations, grounding strategies, goal-setting and a community forum for peer support) <p>Website: https://www.anxietycanada.com/resources/mindshift-cbt/</p>
MindBeacon	Varies (\$) May be covered by benefit plans	<p><u>For:</u> Adults (>18yo) experiencing a range of mental health concerns (stress, chronic illness, grief/loss, insomnia, eating concerns, anxiety/panic/OCD, PTSD, depression, returning to work, alcohol/substance use)</p> <ul style="list-style-type: none"> - Various modalities (MI, CBT, DBT, PST, ACT) - Offer digital, guided-CBT (usually completed within 12 weeks) and includes an assessment, self-guided course of therapy, and ability to securely message an assigned therapist (response within 2 business days). Cost in total is around \$525. - Offer live 50min sessions with a resigtered therapist (virtually or by phone). Costs range from \$130/session (SW, psychotherapists) or \$195/session (psychologists). Available 7d/week from 8am-9pm (depending on therapist schedules and province). - Therapy services are available in English or French <p>Website: https://www.mindbeacon.com/</p>
Medical Psychotherapy Association of Canada <i>*Directory*</i>	OHIP	<p><u>For:</u> Anyone experiencing mental health concerns seeking psychotherapy</p> <ul style="list-style-type: none"> - Various modalities - Directory of physician-trained psychotherapists in Canada. <p>Website: https://www.mdpac.ca/cgi/page.cgi/Public/find-a-psychotherapist.html</p>
Ontario Psychotherapy & Counselling Program <i>*Referral Service*</i>	Varies (\$)	<p><u>For:</u> Anyone experiencing life challenges (including but not limited to anger, anxiety/OCD, depression, relationship issues, gender identity, addiction)</p> <ul style="list-style-type: none"> - Various modalities (including psychodynamic) - Following submitting a referral request, OPC will match individuals with a psychotherapist in their city, who will then reach out for a free introductory session. <p>Website: https://referrals.psychotherapyandcounseling.ca/</p>
Ontario Structured Psychotherapy (OSP) Program	Free/ OHIP	<p><u>For:</u> Adults (>18yo) experiencing depression, anxiety-related disorders, or stress-related problems (i.e. work stress)</p> <ul style="list-style-type: none"> - CBT-based - Offer self-guided resources (BounceBack, clinician-assisted bibliotherapy - 6-8 x 30min phone therapy sessions + self-help workbook, internet-based CBT) or individual/group CBT in-person or virtually with a therapist. Can self-referral or seek referral from an MD <p>OSP West (Waterloo to Windsor; Tobermory to Niagara Falls): https://www.ospwest.ca/ Website: https://www.ontariohealth.ca/getting-health-care/mental-health-addictions/depression-anxiety-ontario-structured-psychotherapy</p>

<p>Psychology Today</p> <p><i>*Directory*</i></p>	<p>Free</p>	<p><u>For: Anyone</u></p> <ul style="list-style-type: none"> - Various modalities - Provide a searchable directory of mental health professionals across Canada who provide in-person, virtual, telephone therapy and support <p>Website: www.psychologytoday.com</p>
<p>PTSD Coach Canada (by VAC)</p>	<p>Free</p>	<p><u>For: Adults (>17yo) experiencing PTSD</u></p> <ul style="list-style-type: none"> - DBT (grounding strategies, mindfulness), stress management - App which provides education about PTSD, self-assessment tools, self-guided strategies for managing related distress, and information regarding accessing professional or crisis support. <p>Website: https://www.veterans.gc.ca/en/about-vac/resources/stay-connected/mobile-applications/ptsd-coach-canada</p>
<p>TeleCBT</p>	<p>OHIP or \$ (if accessed privately)</p> <p>*May be covered by benefit plan</p>	<p><u>For: Ontario adults (though some therapists may be able to treat those <18yo) seeking therapy for a range of mental health concerns (stress, anger, anxiety/OCD, depression, bereavement, insomnia, perfectionism, ADHD, chronic pain/illness, eating concerns, substance use/smoking)</u></p> <ul style="list-style-type: none"> - CBT-based; some mindfulness programs offered - Offer OHIP-funded virtual therapy sessions (requires MD referral). A 45-min in-person intake session is required (fee of \$110 for intake). - Offer private virtual 50-60min therapy sessions. Costs range from \$175/session (registered social worker or psychotherapist) to \$240/session (psychologist). - Offer virtual groups throughout the year (such as mindfulness skills for busy people or busy physicians). <p>Website: https://telecbt.ca/</p>
<p>Telus Health CBT (formerly AbilitiCBT)</p>	<p>\$</p> <p>*May be covered by benefit plan</p>	<p><u>For: Adults (>16yo)</u></p> <ul style="list-style-type: none"> - CBT-based - An internet-based therapist-assisted program. Programs vary (including pertaining to burnout, adjusting to change, anxiety, depression, trauma, sleep, grief and loss, pain management, alcohol/substance use), and include a program specific for workplace burnout for HCPs. Most programs cost \$500. Programs are available in English or French. - Also offer specific Indigenous programs which incorporate transitional healing with CBT. <p>Website: https://myicbt.com</p>
<p>Wellness4MDs</p>	<p>Free</p>	<p><u>For: Physicians, residents and medical students in Canada</u></p> <ul style="list-style-type: none"> - CBT-based - Bilingual text-messaging based program, developed in collaboration with the Global Psychological eHealth Foundation and the Departments of Psychiatry at the University of Alberta and Dalhousie University. Provides daily supportive text messages developed by psychiatrists and mental health professionals. Participation is anonymous. <p>Subscribe: Text "WELLMD" or "BIENMD" to 1-855-947-4673</p>

**For additional therapy/counselling resources, consider:*

- Speaking to one's treating provider(s)
- Accessing your EFAP if available (see HHS, SJHH and McMaster wellness support pages 29-31 for more info)
- McMaster learners may consider accessing the Student Wellness Centre or Student/Resident Affairs (page 30)

HHS - Specific Wellness Supports

<p>Beyond Silence (app)</p> 	<p><u>For:</u> HHS employees <u>Accessible:</u> Mon-Sun 8am-11pm (live peer support) <u>Offerings:</u> Confidential mental health ‘coach in your pocket’. Provides access to information regarding workplace mental health supports and resources, ability to track goals and well-being over time and access to trained peer support (either via secure chat or phone)</p> <p>For more info: Visit the HHS Hub or https://hub.hhsc.ca/yourhhs/hsw/eap/Pages/Beyond-Silence-Peer-Support-for-Healthcare-Workers-Research-Project-.aspx Website: https://www.beyondsilence.ca/; HHS code: HS4W73JNZ</p>
<p>Employee & Family Assistance Program</p>	<p><u>For:</u> All HHS staff, physicians, residents, and qualifying family members <u>Accessible:</u> 24/7 <u>Offerings:</u> Confidential crisis support, counselling, CBT (online), career and lifestyle coaching (including financial, legal and wellness), and virtual resources</p> <p>Call: 1-800-663-1142 or 1-888-384-1152 Register: www.homeweb.ca; HHS code: S12184 For more info: Visit the HHS hub or https://hub.hhsc.ca/yourhhs/hsw/eap (via citrix)</p>
<p>Psycho-Spiritual Care Support</p>	<p><u>For:</u> All HHS healthcare workers (staff, learners, leaders, physicians) <u>Accessible:</u> Mon-Fri 8:30am-4:30pm <u>Offerings:</u> Provide on-site emotional and spiritual support (utilizing model of psychological first aid), and provide resources and referrals for ongoing mental health support as may be relevant</p> <p>Email: psychospiritualcare@hhsc.ca Call: HHS paging For more info: Visit the HHS Hub or https://hub.hhsc.ca/about-us/hhs-teams/Pages/Spiritual-Care.aspx</p>
<p>SHINE Wellness (Supporting Health in Everyone)</p>	<p><u>For:</u> All HHS staff, volunteers, physicians, and residents <u>Accessible:</u> 24/7 <u>Offerings:</u> Offers programs, activities, and services to positively impact health and well-being (i.e. stress management, fitness classes, nutrition planning, smoking cessation, counselling resources)</p> <p>For more info: Visit the HHS hub or https://hub.hhsc.ca/yourhhs/hsw/shine-wellness/Pages/default.aspx (in citrix)</p>
<p>Resilience Integration & Trauma Support</p>	<p><u>For:</u> HHS managers/leaders to request <u>Accessible:</u> Mon-Fri 8am-4pm <u>Offerings:</u> Support individuals and teams, collaborating with leaders to integrate wellness into the workday (i.e. leader support, enhancing processes)</p> <p>Call (if urgent): 905-521-2100 ext. 73185 Email (if non-urgent): resilience@hhsc.ca For more info: Visit the HHS hub or https://hub.hhsc.ca/about-us/hhs-teams/ethics/Pages/Resilience-Resources.aspx</p>

McMaster - Specific Wellness Supports

<i>Employees</i>	
Employee and Family Assistance Plan	<p><u>For:</u> McMaster University employees <u>Accessible:</u> 24/7 <u>Offerings:</u> Confidential counselling, coaching and consultation (including financial and legal supports), and other virtual resources</p> <p>Call: 1-833-366-4544 Access: https://login.lifeworks.com/ For more info: Visit https://hr.mcmaster.ca/employees/health_safety_well-being/my-well-being/employee-and-family-assistance-program/</p>
<i>For McMaster Students</i>	
Indigenous Student Services	<p><u>For:</u> McMaster students (including medical students) <u>Accessible:</u> Mon-Fri 8:30AM - 4:30 PM <u>Offerings:</u> Access to an Indigenous wellness counsellor, groups/workshops, and referral to other resources</p> <p>Website: https://indigservices.mcmaster.ca/ Call: 905-525-9140 ext. 27426</p>
Student Assistance Plan (SAP)	<p><u>For:</u> McMaster undergraduate students <u>Accessible:</u> 24/7 <u>Offerings:</u> On-demand counselling, consults related to academic success, life skills, legal support, and nutrition</p> <p>Call/Text: 1-888-377-0002</p>
Student Care - Conversation	<p><u>For:</u> McMaster graduate students <u>Accessible:</u> Mon-Fri 6AM-11PM, Sat-Sun 10AM-4PM <u>Offerings:</u> Psychoeducational and self-guided resources for common mental health concerns, psychotherapy, coaching, and medical support</p> <p>Access via: Dialogue mobile app or website</p>
Student Wellness Centre	<p><u>For:</u> McMaster students (including medical students) <u>Accessible:</u> Mon-Thurs 9AM-8PM, Fri 9AM-5PM <u>Offerings:</u> Access to medical and mental health care, and counselling</p> <p>Website: https://wellness.mcmaster.ca/ Call: 905-525-9140 ext. 27700</p>
Student Affairs (UGME)	<p><u>For:</u> McMaster medical students <u>Accessible:</u> Mon-Fri 8:30AM-4:30PM <u>Offerings:</u> Confidential support around personal, learning or career concerns. Access to wellness and career counselling.</p> <p>Email: macmdsupport@mcmaster.ca</p>
<i>For McMaster Resident Physicians</i>	
Resident Affairs	<p><u>For:</u> McMaster resident physicians <u>Accessible:</u> Mon-Fri 8:30AM-4:30PM <u>Offerings:</u> Confidential support for residents including access to wellness counselling.</p> <p>Email: pgaffairs@mcmaster.ca</p>

SJHH - Specific Wellness Supports

<p>CARS (Coping and Resilience Support)</p>	<p><u>For:</u> SJHH employees (available by manager request) <u>Offerings:</u> Provide individual or team support around coping and building resilience Contact: ehaber@stjoes.ca</p>
<p>Employee & Family Assistance Program</p>	<p><u>For:</u> All SJHH staff, physicians, and immediate family members <u>Accessible:</u> 24/7 <u>Offerings:</u> Confidential crisis support, in-person or telephone counselling (incl on evenings and weekends), career and lifestyle coaching (including financial, legal and wellness), and virtual resources Call: 1-800-663-1142 Website: www.homeweb.ca</p>
<p>Employee Peer Support</p>	<p><u>For:</u> SJHH employees <u>Offerings:</u> Can register to be connected with a peer ally, with shared lived experience, to promote employee wellness. Website: http://mystjoes/teams/Peer (via MySt Joes Intranet)</p>
<p>LifeSpeak</p>	<p><u>For:</u> SJHH employees <u>Accessible:</u> 24/7 <u>Offerings:</u> Digital wellness platform that offers content on a variety of topics related to health and wellness Website: https://stjoes.lifespeak.com/learn?&share=true#/Categories/landing Name: stjoes Password: lifespeak</p>
<p>Spiritual Care Support</p>	<p><u>For:</u> SJHH employees (available by manager request) <u>Offerings:</u> Spiritual care staff can attend team huddles to provide brief reflections, promote team morale/cohesion and enhance spiritual well-being. Contact: kmetcalf@stjoes.ca</p>
<p>Stress First Aid</p>	<p><u>For:</u> SJHH employees <u>Offerings:</u> Model for self-care and peer support practices adapted for healthcare workers, with the goal of promoting recovery fro stress and preserving well-being Website: http://mystjoes/sites/Depts-A-L/hr/wellness/Pages/SFA-Home-page-continumm-.aspx (via MyStJoes Intranet)</p>
<p>Wellness Program</p>	<p><u>For:</u> SJHH employees, physicians, learners, and volunteers <u>Offerings:</u> Provide a variety of programs and resources which align with 8 dimensions of wellness Contact: wellness@stjoes.ca Website: http://mystjoes/sites/Depts-A-L/hr/wellness (via MyStJoes Intranet)</p>

Crisis Supports & Reporting

Supporting Others in Distress or Difficulty

*All resources have been developed by McMaster University 

Responding to Students in Distress	A toolkit for student-facing faculty and staff to aid with recognizing students in distress and connecting them with appropriate resources. Website: https://mentalhealth.mcmaster.ca/mental-health-toolkits/rsdd/
Faculty/Staff in Distress	A toolkit for faculty and staff to aid with recognizing and supporting colleagues in distress. Website: https://hr.mcmaster.ca/employees/health_safety_well-being/my-health/mental-health-resources-and-training/supporting-faculty-and-staff-in-distress/
Compassionate Communication	A toolkit that teaches students, faculty and staff how to communicate with employees and teams in ways that promote and support mental health and well-being. Website: https://mentalhealth.mcmaster.ca/mental-health-toolkits/compassionate-communication-toolkit/

Local Crisis Supports

*For immediate/emergency assistance dial 911 or visit your nearest ER

**Poison Control: 1-844-POISON-X or 1-844-764-7669

	Hamilton Region	Halton Region	Kitchener, Waterloo & Guelph	Niagara Region
ER	Hamilton General 237 Barton St East	Joseph Brant 1245 Lakeshore Rd	Grand River 835 King St West	St. Catharine's Site 1200 Fourth Ave
	St. Joseph's Healthcare 50 Charlton Ave East	Oakville Trafalgar 3001 Hospital Gate	St. Mary's 911 Queen's Blvd	Niagara Falls Site 5546 Portage Rd
	Juravinski Hospital 711 Concession St	Milton District 725 Bronte St S	Cambridge Memorial 700 Coronation Blvd	Welland Site 65 Third St
	McMaster Children's 1200 Main St W	Georgetown Hospital 1 Princess Anne Dr	Guelph General 115 Delhi St	West Lincoln 169 Main St E
Urgent Care	West End Site 690 Main St W	*No urgent care centre*	KW Urgent Care 385 Fairway Rd S	Fort Erie Site 230 Bertie St
	King Campus Site 2757 King St E		KW Urgent Care 751 Victoria St S	Port Colborne Site 260 Sugarloaf St
Crisis Lines	COAST Hamilton 905-972-8338	COAST Halton 1-877-825-9011	HERE 24/7 519-821-4582	COAST Niagara 1-866-550-5205
	Barrett Centre 905-529-7878	Distress Centre Burl: 905-681-1488 Oak: 905-849-4541 Milton: 905-877-1211	CMHA Distress Line 519-745-1166	Distress Centre 905-688-3711

Helplines

<i>General</i>		
Kids Help Phone	Call 1-800-668-6868 Text 'CONNECT' to 686868 Chat online	<i>For: Youth/young adults (5-29yo)</i> <i>Accessible: 24/7</i> <i>Languages: English, French</i>
Suicide Crisis Helpline	Call or Text 9-8-8	<i>For: Anyone in Canada</i> <i>Accessible: 24/7</i> <i>Languages: English, French</i>
<i>Identity-Specific</i>		
Black Youth Helpline	Call 416-285-9944 or 1-833-294-8650 Email info@blackyouth.ca	<i>For: All youth</i> <i>Accessible: 9AM-10PM</i> <i>Languages: English, French, other languages upon request</i>
Hope for Wellness Helpline	Call 1-855-242-3310 Chat online	<i>For: First Nations, Inuit, Metis Peoples</i> <i>Accessible: 24/7</i> <i>Languages: English, French, Cree, Ojibway, Inuktitut</i>
Missing and Murdered Indigenous Women, Girls & 2SLGBTQQIA+ People Crisis Line	Call 1-844-413-6649	<i>For: Anyone who requires assistance</i> <i>Accessible: 24/7</i> <i>Languages: English</i>
National Residential School Crisis Line	Call 1-866-925-4419	<i>For: Former residential school students and their families</i> <i>Accessible: 24/7</i> <i>Languages: English</i>
Talk 4 Healing Helpline	Call or text 1-855-554-4325 Chat online	<i>For: Indigenous women and their families</i> <i>Accessible: 24/7</i> <i>Languages: 14 offerings including English, Algonquin, Anishnaabe, Black Foot, Cree, Inuktitut, Micmac, Mohawk, Moose Cree, Oji-Cree, Oneida, Odawa, Potawatomi, Swampy Cree</i>
Trans Lifeline	Call 1-877-330-6366	<i>For: Transgender or questioning people, as well as their family and friends</i> <i>Accessible: 24/7</i> <i>Languages: English</i>

Helplines Continued

<i>Post-Secondary Students</i>		
Good2Talk Student Helpline	Call 1-866-925-5454 Text 'GOOD2TALKON' to 686868	<i>For: Ontario post-secondary students</i> <u>Accessible: 24/7</u> <u>Language: Multilingual support available</u>
<i>Medical Students & Resident Physicians</i>		
PARO Helpline	Call 1-866-435-7362	<i>For: Ontario medical students, resident physicians and their families</i> <u>Accessible: 24/7</u> <u>Language: English</u>
<i>Abuse, Neglect & Interpersonal Violence</i>		
Assaulted Womens Helpline	Call 416-863-0511 or 1-866-863-0511 Text 7233	<i>For: Ontario women who have experiences any form of abuse</i> <u>Accessible: 24/7</u> <u>Language: Multilingual support available</u>
Children's Aid Associations of Ontario	Visit https://www.oacas.org/	<i>For: Anyone to make a report if you know or suspect a child is in need of protection</i> <u>Offering: Locate a children's aid society or Indigenous child & family well-being agency</u>
Fem'aide	Call 1-877-336-2433	<i>For: Ontario women who have experienced gender-based violence</i> <u>Accessible: 24/7</u> <u>Language: French only</u>
Male Survivors of Sexual Abuse	Call 1-866-887-0015	<i>For: Male survivors of sexual abuse</i> <u>Accessible: 24/7</u> <u>Language: Multilingual support available</u>
SACHA (Sexual Assault Centre - Hamilton Area)	Call 905-525-4162	<i>For: Survivors of sexual violence, their family, friends, or professionals offering support</i> <u>Accessible: 24/7</u> <u>Language: Multilingual support available</u>
Seniors Safety Line	Call 1-866-299-1011 Chat online (Mon-Fri 11AM-8PM)	<i>For: Ontario seniors</i> <u>Accessible: 24/7 (phone)</u> <u>Language: English</u>
Victim Support Line	Call 416-314-2447 or 1-888-579-2888	<i>For: Ontario victims of crime</i> <u>Accessible: 24/7</u> <u>Language: Multilingual support available</u>
<i>Other Resources</i>		
Be Safe (app)	Visit https://besafeapp.ca/	<i>For: Any individual</i> <u>Offering: Develop a digital safety plan and connect with regional crisis resources</u>

Safe & Emergency Shelters

Emergency Shelters & Drop-Ins (Hamilton)	<p><u>For:</u> Anyone requiring emergency/safe shelter in the Hamilton region <u>Offering:</u> A listing with contact information of emergency shelters / drop-ins</p> <p>Website: https://www.hamilton.ca/people-programs/housing-shelter/preventing-ending-homelessness/emergency-shelters-drop-ins#emergency-violence-against-womens-shelters</p>
Emergency Shelters (Niagara)	<p><u>For:</u> Anyone requiring emergency/safe shelter in the Niagara region <u>Offering:</u> A listing with contact information of emergency shelters in the area</p> <p>Website: https://niagararegion.ca/housing-homelessness/emergency-shelters.aspx</p>
Emergency Shelters (Kitchener-Waterloo)	<p><u>For:</u> Anyone requiring emergency/safe shelter in the Niagara region <u>Offering:</u> A listing with contact information of emergency shelters in the area</p> <p>Website: https://www.regionofwaterloo.ca/en/living-here/emergency-shelters-and-transitional-housing.aspx#Kitchener</p>
iHeal (app)	<p><u>For:</u> Canadian women <u>Offering:</u> A free, secure app to help women who have experienced interpersonal violence/abuse by providing personalized safety strategies and links to local resources to support their health and well-being.</p> <p>Website: https://www.ihealapp.ca/</p>
Shelter Safe	<p><u>For:</u> Women and children seeking safety from violence/abuse <u>Offering:</u> Quickly identify a shelter in a specific geographic area along with its 24-hour emergency phone number</p> <p>Website: https://sheltersafe.ca/</p>

Campus Safety/Emergency Resources

<i>McMaster University</i>	
Campus Safety Services	<p>Call '88' from a campus phone Call 905-522-4135 from an external line Call from any outdoor red emergency pole on campus</p>
Student Walk-Home Attendant Team (SWHAT)	<p>Available Sept-Apr Monday through Sunday 7PM-1AM Call 905-525-9140 ext. 27590 Book online: https://forms.office.com/r/Fn5ZeXsaj5</p>
<i>Hamilton Health Sciences</i>	
Emergency Contact	<p>Call 905-521-2100 ext. '5555'</p>
<i>St. Joseph's Healthcare</i>	
Emergency Contact	<p>Call 905-522-1155 ext. 7777</p>

Reporting

<i>McMaster University Intake Offices</i>	
<p>Employee & Labour Relations</p>	<p><u>For:</u> McMaster faculty and staff - Provide guidance, advice, and support related to employee legislation, collective agreements and university policies. Also serve as an intake office for concerns related to the policy on discrimination and harassment, as well as sexual violence.</p> <p>Call: 905-525-9140 ext. 222-HR Email: hr.mcmaster@mcmaster.ca Website: https://hr.mcmaster.ca/about-us/our-services/employee-and-labour-relations/</p>
<p>Human Rights & Dispute Resolution Office (Equity and Inclusion Office)</p>	<p><u>For:</u> McMaster students, residents, faculty and staff - Provide consultation on issues related to human rights. Receive, oversee and at times investigate formal complaints related to McMaster's discrimination and harassment policy, and when requested facilitate resolution through alternate dispute resolution practices.</p> <p>Call: 905-525-9140 ext. 28751 Email: equity@mcmaster.ca Website: https://equity.mcmaster.ca/program-resources/human-rights-and-dispute-resolution/ Policy: https://secretariat.mcmaster.ca/app/uploads/Discrimination-and-Harassment-Policy.pdf General Guide: https://equity.mcmaster.ca/app/uploads/2021/03/Remediated_Blue-</p>
<p>Faculty of Health Office of Respectful Conduct in Academic and Clinical Environments (ORCCA)</p> <p><i>*Previously FHS Professionalism Office</i></p>	<p><u>For:</u> All McMaster FHS learners, staff, and faculty members - Functions as an intake office and a resource to FHS members to educate about, promote, support, and address professionalism and respectful behaviour across academic environments (including clinical settings). Receive and address reports related to policies on sexual violence, discrimination and harassment, code of conduct and other FHS policies and provincial legislative requirements.</p> <p>Call: 905-525-9140 ext. 22249 or 28639 Email: fhsprof@mcmaster.ca Website: https://fhs.mcmaster.ca/pcbe/index.html</p>
<p>Sexual Violence & Response Prevention (Equity & Inclusion Office)</p>	<p><u>For:</u> All McMaster community members (learners, residents, faculty, staff) - Provide trauma-informed support for individuals who have experienced gender-based or sexual violence (GBSV) or receive a disclosure of GBSV, including referral to counselling, medical or legal services as needed and safety planning. - Provide information regarding reporting options and filing a complaint related to McMaster's sexual violence policy. - Provide sexual violence prevention education and response training.</p> <p>Call: 905-525-9140 ext. 20909 Email: svpro@mcmaster.ca Office: University Hall 104 (drop-in on Tuesdays year-round from 12-2pm) Website: https://svpro.mcmaster.ca/ Policy: https://secretariat.mcmaster.ca/app/uploads/Sexual-Violence-Policy.pdf General Guide: https://svpro.mcmaster.ca/app/uploads/2020/11/Gold-Folder.pdf</p>

Reporting Continued

<i>Dispute/Complaints Resolution & Support</i>	
Ombuds Office	<p><u>For:</u> McMaster applicants, students, former students, and staff/faculty (regarding a student-related matter)</p> <ul style="list-style-type: none"> - Provide free, impartial and confidential advice and assistance in the resolution of student-related concerns and complaints. This may involve providing information, referring to appropriate individuals/offices, investigating concerns, intervening to facilitate a resolution or recommending fair resolutions. <p>Call: 905-525-9140 ext. 24151 Email: ombuds@mcmaster.ca Website: https://ombuds.mcmaster.ca/</p>
<i>Student-Specific Supports</i>	
OLEM (Office of Learner Environment and Mistreatment)	<p><u>For:</u> McMaster medical students, physician assistant students or residents</p> <ul style="list-style-type: none"> - Assist learners at McMaster who have experienced, witnessed or have concerns about mistreatment in a learning environment. - Reports can be made anonymously or confidentially. <p>Email: olem@mcmaster.ca Website: https://olem.healthsci.mcmaster.ca/ Protocol: https://olem.healthsci.mcmaster.ca/wp-content/uploads/2024/01/OLEM-Protocol-Jan-2024.pdf</p>
Student Case Management (SCM) Office	<p><u>For:</u> McMaster students (undergraduate, graduate, medical)</p> <ul style="list-style-type: none"> - Provide support and case management for students in distress or experiencing difficulty. Case management may include referral to appropriate services/supports, coordinating LOAs, offering regular follow-up/check-ins, and crisis prevention and intervention. - Also serve as an intake office for concerns related to the policy on discrimination and harassment, as well as sexual violence. <p>Call: 905-525-9140 ext. 20220 (Mon-Fri 9am-4:30pm) Email: scm@mcmaster.ca Website: https://scm.mcmaster.ca/</p>
<i>Hospital Supports</i>	
Hamilton Health Sciences	<p><u>For:</u> HHS employees</p> <ul style="list-style-type: none"> - Staff and managers an access HR Operations, Diversity & Inclusion, and Employee & Labour Relations who provide counsel, knowledge and expertise to enable optimal performance and ensure fair and equitable treatment of employees <p>More Info: https://hub.hhsc.ca/initiatives/EDI%20and%20Human%20Rights/Pages/How-to-use-HHS-policies.aspx (via intranet)</p>
St. Joseph's Healthcare Hamilton	<p><u>For:</u> SJHH employees</p> <ul style="list-style-type: none"> - Employees are first encouraged to directly and privately speak to the individual involved to advise of the concern, should they feel comfortable doing so. - Further assistance can be sought by reporting concerns to one's manager or head of service. If not resolved or if one does not feel comfortable speaking to a manager/head of service, concerns can be brought to HR, Chief of the Department or Chief of Medical Staff.