



Healthy **Douglas**

One of the many qualities that distinguish the Douglas Institute from other mental health centres in Quebec is the unique workplace environment it offers its employees.

Currently in the process of gaining official recognition as an employer of choice thanks to accreditation through the “Healthy Enterprise” standard, the Douglas provides an environment that is innovative, multicultural, bilingual and open to the world, which contributes to the well-being of the staff and their potential for development.

The goal of attaining “Healthy Enterprise” accreditation has prompted the launch of several initiatives, such as the “Healthy Douglas” Club.

The Douglas offers a healthy **environment** for the **body** and **mind**, and staff health is a value that has been fully incorporated into the organizational management process.

This pamphlet brings you a trove of information on these initiatives that help make the Douglas a unique and exceptional place to work.

Enjoy!



The “Healthy Douglas” Club:
becoming a member is easy!

Visit the Work Health
and Safety Department
in Dobell Pavilion,
Office B-1116.

Douglas
INSTITUT MENTAL HEALTH
UNIVERSITAIRE EN UNIVERSITY
SANTÉ MENTALE INSTITUTE

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WHAT IS THE “HEALTHY ENTERPRISE” STANDARD?

The “Healthy Enterprise” standard aims for sustainable improvement in workplace health. Obtaining the status of a “Healthy Enterprise” means the Douglas is committed to maintaining, reinforcing and continuously improving its work environment and organizational practices to promote staff health and well-being.



This certification conveys a health promotion policy which reflects our core values of dedication, collaboration, development of human potential, excellence and innovation. The Douglas administration is proud to take part in this project and supports all health-promoting initiatives implemented at the Institute.

The Institute has chosen to adapt its practices in two of the four areas that are recognized as having a significant impact on employee health: employee habits, work-personal life balance, working environment and management practices. Based on the data collected from employees through various surveys and focus groups, the Douglas chose to focus on EMPLOYEE HABITS (diet and physical activity) and MANAGEMENT PRACTICES (internal communication).



Body



Improving wellness, getting in shape, feeling comfortable in your own skin and preventing disease are the goals that we all hope to achieve. And we all know that a sure way to reach these goals is to get exercise and eat healthy food every day.

Get exercise
and eat
healthy food
every day!

The Douglas has made these habits a priority because they are necessary for the well-being of patients and staff.

This is why the “Healthy Douglas” Club offers simple and accessible ways for employees to develop good exercise and eating habits both at work and at home.

A healthy body...

According to a survey of Douglas employees, 60% of staff members perform physical activity **fewer than 3 times per week** despite the recommended minimum of 3 times or more per week. To help staff meet this target, a number of physical fitness activities are now available through the “Healthy Douglas” Club.

There is definitely an activity for everyone: Nordic walking, Zumba, yoga, Outdoor Fitness, Tae Bo and more. Special workshops on improving quality of life at work are also available, such as the workshop on correct workstation posture. Finally, members of the “Healthy Douglas” Club can also unwind and relax with chair and foot massages. For people who want to work out when not at the Institute, the Douglas has agreements with sports centres such as Nautilus Plus, Énergie Cardio and Gym Expert, which offer discounts to “Healthy Douglas” Club members—yet another advantage!

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ON-SITE SPORTS FACILITIES...

Everyone knows that getting exercise, such as badminton and basketball, improves your overall health and quality of life. To give patients the opportunity to perform physical activities that are adapted to their particular needs and conditions, the Douglas provides sports facilities located at the Roberts Centre.

Employees can also use the Roberts Centre fitness room, the beach volleyball grounds and the gym outside of patient hours.

For more information, go to the Main menu / Human resources / Activities section of the intranet.



PHYSICAL ACTIVITY

Thanks to the “Healthy Douglas” Club, I can take exercise classes (Zumba and Hatha Yoga) at my workplace at a very reasonable cost. I feel like I’m in better shape both physically and mentally. As a member, I can opt to receive advanced notification of upcoming classes, so I have a better chance of getting into the class I want. I also love the reflexology service: there’s no better way to relax than by starting off on the right foot!

Thanks again for this great initiative.

It truly enhances the quality of life of Douglas employees.

Emmanuelle Grenier-Pilon

Administrative Officer
Hygiene and Cleanliness



“YOU ARE WHAT YOU EAT...”

According to the same employee survey, a large majority of staff recognize the importance of good nutrition. Yet barely a third of respondents said that they eat 5 daily servings of fruit and vegetables, as recommended in Canada’s Food Guide. The reasons for not eating better? Lack of time or organization, high cost of fresh foods, etc.

Given these challenges, the team members at Food and Nutrition Service asked themselves whether they could help Douglas employees adopt healthy eating habits by trying to find a way to offer delicious and balanced food at a low cost.



Mind



Almost everyone knows the saying “A healthy mind in a healthy body.” In terms of work, a healthy mind is a result of a stimulating environment that emphasizes good communication practices and provides employees with a manageable work load.

To meet the standard in this area, the Douglas chose to focus on improving management practices. Initiatives have been deployed to optimize communications with staff, including distributing this pamphlet and installing information screens around the Institute to reach people without access to a computer.

The Douglas has many other programs that provide employees with a work environment that promotes their overall well-being. Besides the “Healthy Douglas” Club, there is the Employee Assistance Program (EAP), the employee recognition program, policies that promote knowledge development, policies that promote work-life balance, reduced or compressed work weeks—and the list goes on.

Helping employees rEAP the benefits

Each Douglas staff has access to the Employee Assistance Program (EAP). It is CONFIDENTIAL, accessible at any time and voluntary. It may prove valuable if you are experiencing personal, psychological, family, spousal, or legal problems. If you are having problems related to work, your finances, or a dependency, or if you have questions about nutrition, someone will be able to help you.

Do not hesitate to call:
514 843-7009 or **1-800 567-AIDE (2433)**.

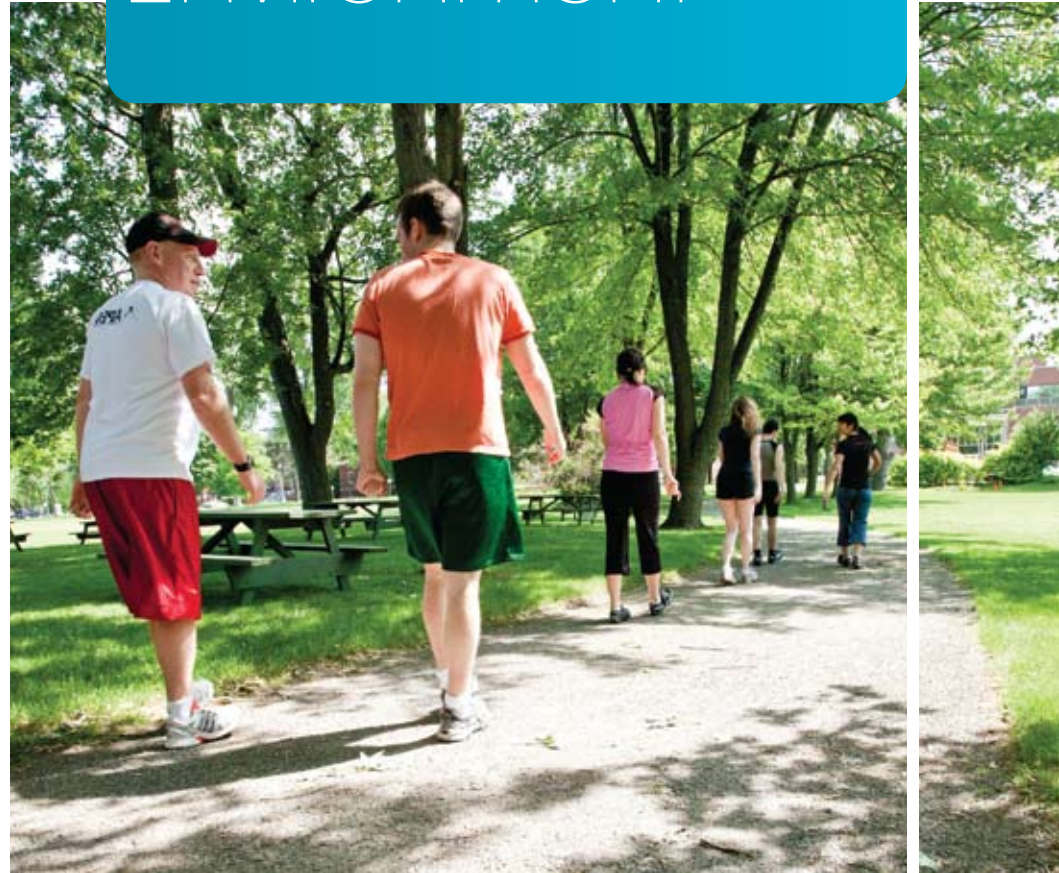


Getting healthy by going green!

The Douglas has obtained Level 2 BOMA BEST certification. This recognition certifies that the Douglas applies best practices in terms of energy consumption, water usage, waste reduction, air emissions, the indoor environment and its environmental management system.



Environment



AN EXCEPTIONAL PLACE TO WORK

The Douglas is not only a centre of high-level research that provides care and offers remarkable teaching; it is also a great place to work.

The Douglas is a great place to work.

Benefits such as the magnificent grounds, the river, the Greenhouse, the nursery, the library, low-cost parking, proximity to public transit, and carpooling initiatives enhance the quality of life at work for staff.

Other advantages include lectures that are open to everyone, a bilingual and multicultural workplace, and the opportunity to contribute to the advancement of knowledge and the international achievement of the Institute.

MANAGEMENT PRACTICES



To fulfill the “Healthy Enterprise” requirements, an organization must set objectives for management practices and, more precisely, have adequate and effective internal communication methods. We have a number of tools at our disposal to fulfill this objective, such as TV screens and bulletin boards that have been installed in different units, along with the intranet that is updated on a daily basis. Internal publications such as the weekly electronic newsletter *Douglas Express* and the quarterly **d.comm** magazine help keep everyone up to date on the latest activities and provide relevant information for employees.

