Workplace Wellness Guide for Students and Graduates with Disabilities

ahead



About AHEAD

AHEAD is an independent non-profit organisation working with and for disabled people to shape inclusive and empowering environments in tertiary education and employment. The focus of our work is on further education and training, higher education, and graduate employment.

AHEAD provides information to main stakeholders, including students and graduates with disabilities, educators, guidance counsellors and employers on disability issues in education and employment.

www.ahead.ie

About GetAHEAD

GetAHEAD is an initiative of AHEAD that started in 2005. At the heart of the programme, GetAHEAD works to up-skill students and graduates with disabilities. This includes publications, facilitating events and by providing training events and valuable information covering a wide range of topics and resources, including our GetAHEAD Blog.

GetAHEAD also has the WAMWorks Database where students and graduates with disabilities can register to receive notifications of all events, workshops and job opportunities through The WAM Programme.

www.ahead.ie/getahead

About The WAM Programme

The Willing, Able, Mentoring (WAM) Programme is an initiative of AHEAD established in 2005. The central aim of The WAM Programme is to widen access to mainstream employment for graduates with disabilities while working with, supporting, and building capacity of employers to create a more inclusive workplace.

WAM employers offer jobs exclusively for graduates with disabilities that are full time, paid and mentored. WAM provides support to both the employer and graduate at every stage of the recruitment process and during their placement.

www.ahead.ie/wam

WAM and GetAHEAD are funded and supported by the Department of Social Protection.

get ahead

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Department of Social Protection

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Workplace Wellness Guide for Students and Graduates with Disabilities



Note on Language

People with Disabilities and Disabled People

In this publication, the terms “persons with disabilities” and “disabled people” are used interchangeably. AHEAD recognises that different terminology is prevalent and culturally dominant in different regions and spaces, and we respect the right of individuals and communities to self-determinate.

The term ‘disabled people’ is recognised by many within the disability rights movement in Europe to align with the social and human rights model of disability, as it is considered to impute that people with an impairment are disabled by barriers in the environment and society. However, we also recognise that others prefer the term “persons with disabilities” to impute that they are first and foremost human beings entitled to human rights.

This reflects the language used in the UNCRPD. Finally, we recognise that some people do not identify as being disabled.

The interchanging language in this publication is intended to be inclusive and respectful of all.

Mental Health

Mental Health as a blanket term can have any number of definitions. In the context of this publication, we refer to mental health as a state of psychological or emotional wellbeing describing an individual's resilience and their ability to cope with daily stressors. From a disability perspective, mental health can also describe significant behavioural and mental patterns consistent with a range of mental health diagnoses; however, this is not our intention here.

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Aim of Guide

Aim of Guide

The aim of this guide is to give you an overview of workplace wellness and provide you with some practical and actionable guidance for managing your wellbeing in the workplace as an employee with a disability. We have included several external resources, programmes and services creating a network of supports designed to help you to take charge of your own wellbeing at work.

Introduction: Understanding Workplace Wellness



Introduction: Understanding Workplace Wellness

Workplace wellness encompasses your overall health, happiness and sense of fulfilment at work. This can include mental health, physical health and work-life balance, (Taylor, 2024). As someone with a disability in the workplace, your wellbeing may also be impacted by factors such as experiences with discrimination, your decision to disclose your disability and what reasonable accommodations are provided.

Employee wellbeing is increasingly recognised as a priority in workplaces today. While employers are not legally obligated to implement health and wellbeing initiatives, actively engaging in and promoting such efforts benefits both employees and the organisation as a whole, (Department_of_Health, 2019).

While workplaces are increasingly prioritising employee wellness, the journey to maintaining your own wellbeing in the workplace starts with you. This guide offers tools and insights to help you build a healthier and more balanced work life. By exploring topics like managing stress, building resilience, and understanding your needs, you can create a personal wellness toolbox to support your health and thrive in your professional life.

Useful Definitions

Useful Definitions

The definitions below provide some key context to the rest of this guide. However, please note that the definitions provided have been written by AHEAD through the lens of disability in the workplace and may differ slightly from other mainstream definitions.

Wellness refers to the integration of physical, mental, and emotional health through behaviours such as eating well, exercising and having good sleep hygiene. Wellness is associated with an active process of being aware and making choices, pursuing activities and building habits that promote a balanced and healthy life. From the perspective of an employee, **workplace wellness** refers to the personal practices and behaviours that contribute to their physical, mental and emotional health at work. This involves making choices that support overall wellbeing like maintaining a healthy work-life balance, practicing self-care and managing stress. For an employee with a disability, this can also include things like self-advocacy and requesting accommodations.

While wellness describes a set of habits and behaviours, **wellbeing** is a broader, more static concept describing a state of being, specifically a state of being comfortable, healthy and happy. It includes not only physical health but also emotional, social, and psychological aspects. Wellbeing reflects the feeling that your life is moving in the right direction and that you have purpose and meaning.

Wellbeing in the workplace can refer to an employee's overall state of comfort, health and satisfaction in work. This could translate to a sense of belonging and connection with coworkers, feeling valued and supported, or how inclusive and understanding their workplace culture is.

Mental Health as a blanket term can have any number of definitions. In the context of this publication, we refer to mental health as a state of psychological or emotional wellbeing describing an individual's resilience and their ability to cope with daily stressors. From a disability perspective, mental health can also describe significant behavioural and mental patterns consistent with a range of mental health diagnoses; however, this is not our intention here.

Physical Health is another complex term and may mean something different to different people. Generally, physical health describes the overall functioning of the body. The determination of positive physical health is ultimately individual but can be influenced by how you care for your body and how your body feels and moves.

Resilience is an incredibly important factor in wellbeing and describes a person's ability to persevere, bounce back from and adapt to challenges.

Self-Care at its core describes the things you do each day to keep yourself well. From an employment perspective, self-care specifically relates to the things you do each day at work to support your own wellbeing, avoid burnout and facilitate a healthy work-life balance.

Burnout can occur when you overwork or overextend yourself. Generally speaking, burnout refers to the physical, mental and/or emotional exhaustion you may experience after a period of heightened long-term stress, overstimulation or overworking. Burnout often has a significant impact on your mood and energy levels, hence the importance of doing small things each day to help keep yourself well.

The term **disclosure** can mean different things to different people and its meaning changes by the context. Disclosure is often defined as 'the act of making something known' that may have been previously private or a secret. From our engagement with students and graduates with disabilities, they feel the word 'disclosure' can be perceived as negative, which may not align with how they feel about sharing their disability or identity with an employer. Using the word disclosure has particular connotations in the legal framework, therefore for this publication, when we use the word disclosure in the context of a work environment, we define it as: 'informing or telling someone about your disability'.

Reasonable Accommodations refer to the effective and practical measures an employer takes to enable people with disabilities to participate in employment. These measures can include adapting the working environment, providing special equipment, offering flexible working hours or patterns, time off to attend medical appointment, redistribution of tasks or providing training and resources. This is not an exhaustive list, and further measures can be tailored to meet the individual needs of the employee with a disability. However, employers are not required to provide something that the person would ordinarily provide for themselves, such as hearing aids or glasses.

Know Your Rights & Disclosure



Know Your Rights & Disclosure

Navigating the workplace as someone with a disability comes with important considerations that directly impact your wellbeing. Understanding your rights as a disabled employee, exploring reasonable accommodations and deciding whether to disclose are important steps in your employment journey. These factors can shape your work experience and provide a foundation to support your wellbeing in the workplace.

Under the Employment Equality Acts (1998 – 2015), employers are prohibited from discriminating against employees or job candidates on nine grounds, including disability[1]. These laws are designed to promote equality and protect individuals from unfair treatment in the workplace. Employers have an obligation to provide reasonable accommodation to enable people with disabilities to have access to employment, take part and advance in employment and undertake training on the job.

1 https://www.citizensinformation.ie/en/employment/equality-in-work/equality-in-the-workplace/

Disclosing your disability to an employer is often one of the most complex aspects of having a disability. However, it is the first step in requesting reasonable accommodations, which are adjustments that an employer can make to provide you with equitable access and opportunity in the workplace. To support you in considering whether or not to disclose, you can work through our Disclosure Guide 'How to Tell your Employer about your Disability', (AHEAD, 2023).

Reasonable accommodations can play a key role in supporting you at work and are designed to help you perform effectively and comfortably in your role. Examples of reasonable accommodations include flexible working arrangements, accessible workspaces, or assistive technologies.

If you choose to disclose your disability and request reasonable accommodations, this can open the door to additional supports and significantly enhance your wellbeing and productivity in the workplace, ensuring you have what you need to thrive in your role.

The Key Components of Workplace Wellness



The Key Components of Workplace Wellness

Your wellbeing in the workplace is determined by several things including your mental health, physical health and your work-life balance. Each of these components plays a crucial role in shaping your overall work experience and how you manage the demands of both your personal and professional life. In the following sections, we will explore each of these areas in more detail, providing practical ways to support your wellness in the workplace and to create a more balanced and fulfilling work life.

Mental Health

We all have mental health. Some of us can have mental health challenges that might be a short-term issue or a long-term disability; however all of us are unique and the things we need to thrive and support our mental health can be very different, (Mental_Health_Reform, 2024).

A national survey conducted by Mental Health Ireland in 2024 revealed that 89% of Irish residents do something every week to intentionally support their mental health. The most common ways people support their mental health are through spending time with friends and family (71%), exercising (70%), spending time in nature (53%), practicing mindfulness or meditation (26%) or having a hobby (51%), (Mental_Health_Ireland, 2024). This also highlights the importance of having a healthy work-life balance which we will discuss later.

Your job can have a positive impact on your mental health by giving you structure, routine, community, a source of income, a sense of identity and purpose. However, in some instances, work can also have a negative impact on your mental health due to experiences of stigma or discrimination, negative relationships with colleagues, a lack of enjoyment in day-to-day work or finding the job generally very stressful[2]. In a Workplace Mental Health Survey conducted by Mental Health Ireland in 2022, it was found that both employees and employers agree that their job is a direct challenge to their mental health. 76% of employees stated that job stressors like long hours and work pressures had a negative impact on their wellbeing, (Mental_Health_Ireland, 2022, p. 14). While some things may be out of your control, **you can build your own wellness toolbox to support your mental health in the workplace.**

Below we have put together a list of ways you can support your own mental health at work. This is not an exhaustive list by any means, but it offers a good place to start if you are unsure of what steps to take to improve your wellbeing.

2 https://www.mind.org.uk/media/6895/how-to-be-mentally-healthy-at-work-2020.pdf

- **Advocate for yourself.** Ask for support if you feel you need it and set expectations around your workload with your manager or mentor. You know yourself best and if there is something you feel might help you keep well, don't be afraid to ask.

- **Establish a routine that supports your mental health.** Building a routine that suits your personal circumstances and promotes your wellbeing can start with small daily adjustments, like the time you wake up each morning, what you have for breakfast, what time you take your breaks during work or what you do after work to relax and unwind. It is important to build a routine that works for you and supports your wellbeing, whether that means setting clear boundaries between work and personal time or introducing self-care practices into your day. If you are finding it difficult to maintain a routine or feel that your mental health is being affected, consider discussing reasonable accommodations such as flexible working hours or hybrid working with your employer to better support your needs.

- If you are working remotely, it is important to **stay connected with your colleagues**, especially if you're feeling isolated. Even a simple message or a virtual coffee can make a big difference. Maintaining peer to peer connections in the workplace can help you feel valued and engaged, and it also creates a great opportunity for collaboration.

- Look into any existing workplace groups or support systems like **Employee Resource Groups (ERGs).** These are voluntary, employee-led groups that foster a sense of community around shared experiences, backgrounds or interests. Many organisations also offer **Employee Assistance Programmes (EAPs)** which provide confidential counselling or coaching services to help employees navigate personal or work-related challenges.

- Look into **support groups** that align with your interests and needs outside of your workplace. Details for a range of support groups are listed later in this booklet.

- Discover **self-care activities** that work well for you like breathing exercises, grounding exercises, journaling or practicing gratitude, (Michaels, 2023).

If you are in crisis and need support, please refer to the supports and services at the end of this booklet.

Physical Health

Your physical health in the workplace is about supporting your body in ways that help you to feel comfortable and energised throughout the day. For individuals with disabilities, physical health may come with additional considerations, particularly if you're managing a chronic condition, have a physical disability or if there are other health related factors that are outside of your control.

While it may not be possible to address every aspect of physical health, creating a work environment that minimises strain and supports your body on a day-to-day basis is essential. This can involve adjustments to your workspace, managing your routine or requesting flexibility around medical appointments if needed.

Below we have put together a list of ways you can support your own physical health in the workplace. This list is not exhaustive but is a good place to start if you are unsure of what steps to take.

- Discuss **ergonomic accommodations** with your employer. Many employers offer an ergonomic assessment to review your workstation. These assessments are designed to physically review your working set up and ensure it meets health and safety standards. Some workstation adaptions include use of a standing desk, a supportive chair, footrests, armrests or assistive hardware like adaptive keyboards.

- Request **flexibility around medical appointments**. This allows you to create the space and peace of mind needed to attend appointments without the added worry of work, supporting both your mental and physical health.

- For individuals managing chronic conditions or fatigue, **incorporating regular breaks or flexible scheduling** can support comfort and energy levels throughout the day.

- Make sure to **get outside** at different points in the day and take movement breaks when needed. Even just taking a short walk or stretching can help with energy levels and improve circulation.

- **Eating balanced, nutrient-rich meals** and **staying hydrated** can be critical to supporting your energy levels and focus.

- Alcohol can impact both physical and mental health in various ways. **Moderation and mindfulness about alcohol consumption** can support overall wellbeing.

- Look into **wellness programmes** inside or outside of work that might offer physical activities or fitness classes. Explore the walking groups, running groups and exercise videos that we have included later in this booklet.

- **Reevaluate your sleep hygiene**. Sleep often seems to be an overlooked part of employee wellness; however, poor sleep quality has been associated with hypertension, diabetes and a host of other adverse health conditions including poor mental health, (Palo & Das, 2021). Prioritising good sleep habits, like limiting screen time before bed, avoiding caffeine late in the day and maintaining a consistent sleep schedule can significantly enhance your overall wellbeing.

Work-Life Balance

As stated in a Healthy Workplace Ireland survey, work-life balance is one of the most important components of a healthy work environment and is key to reducing stress and preventing burnout, (Bourke et al., 2023). Long working hours without boundaries between work and home can take a toll on your mental and physical wellbeing. Without the chance to fully disconnect, your body and mind may not have the time they need to recharge. Setting clear boundaries to help build the right work-life balance is critical to your wellbeing, limiting work-related stress and ensuring that you can truly enjoy your time outside of work.

Ireland recently introduced a new Code of Practice on the Right to Disconnect from work and have a better work-life balance, which gives employees the right to switch off from work outside of normal working hours (Workplace_Relations_Commission, 2022). This includes the right to not respond to communications from colleagues outside of working hours.

Having a balance that prioritises your wellbeing will make a significant difference to your energy levels and your ability to thrive both in work and in your personal life. We have listed some practical steps below that you can take to establish a healthier work-life balance with some small but meaningful adjustments.

- **Establish boundaries at work**. This can be difficult, especially in a new workplace, but don't skip lunch and make sure to give yourself a break in the middle of the day as well as taking screen breaks as needed. Find a balance that works for you and communicate this to your colleagues.

- **Switch off from work in the evenings**. It can be challenging to create a separation between work and your personal life, especially when working from home but try not to bring work home with you, either physically or emotionally. Additionally, do something for yourself in the evenings such as going for a walk, listening to your favourite podcast or spending time with friends or family. Engaging in these activities can help you unwind and decompress especially after a busy or stressful day.

- **Make time to plan and to take your annual leave**. Taking annual leave is essential for maintaining a healthy work-life balance, as it allows you to rest, recharge, and return to work with renewed energy and focus.

- **Reassess your workload and needs regularly**. If you start to feel overwhelmed, speak with your manager and seek support and adjustments where you can.

- **Flexible working arrangements** can offer valuable options for balancing work and personal life whether that means adjusting your working hours, working from home or other arrangements that assist you accommodate your personal needs.

Understanding the key components of workplace wellness is just the first step. These elements are interconnected and collectively contribute to your overall wellbeing at work. While everyone's wellbeing journey looks different, the key is finding what works best for you and to approach it with consistency and care. In the next section, we'll look at some practical tools and resources that can help you support your wellbeing and build a work environment that feels balanced and manageable for you.



Practical Tools & Resources for Wellbeing



Practical Tools & Resources for Wellbeing

Finding the best tools and resources to support your wellbeing can make a big difference in how you manage your day-to-day life, both in and out of the workplace. Below we highlight some practical options that you can use to support your wellbeing journey, helping you to take small, meaningful steps towards better workplace wellbeing. These range from support groups and assistive technologies to wellbeing podcasts and community supports. Take some time to explore these resources and discover the tools that best support your own needs and circumstances.



Wellbeing Apps and Digital Resources

There are several apps and digital tools that can support you on your self-care journey and help you keep well in work. A few of these resources include:

Wellbeing Apps

- **Headspace** is a meditation and mindfulness app offering guided practices to help with stress, focus and relaxation.

- **Calm** is a wellness app featuring sleep stories, guided meditations and tools to reduce anxiety and improve sleep.

- **MyLife** by Irish Life is a health and wellness app that tracks activity and encourages healthier lifestyle habits with personalised goals.

- **Daylio** is a mood tracker and micro-journal app that helps users monitor their emotions and discover patterns over time.

Digital Resources

HSE Wellbeing Videos & Podcasts

Videos and podcasts can be fantastic as you learn more about what works best for your mental and physical health. The HSE have a number of free resources including their Talking Health and Wellbeing Podcasts[3] which feature different guest speakers covering topics like Active Lifestyles for People with Disabilities, Health Promotion and Improvement, Mental Health, Social Prescribing Benefits and much more. Their Minding Your Wellbeing Programme[4] is another series of evidence-based video resources to learn and practice key elements of mental wellbeing like mindfulness, gratitude, self-care and resilience.

To support your physical health, the HSE also have a range of exercise videos [5] led by qualified exercise instructors in Pilates, yoga, strength and conditioning and chair yoga for beginners. However, if that seems too advanced or inaccessible for you personally, they have also developed a number of exercise videos designed by HSE physiotherapists for people with chronic conditions.[6]

3 https://www.hse.ie/eng/about/who/healthwellbeing/hse-talking-health-and-wellbeing-podcast/
4 https://www2.hse.ie/wellbeing/minding-your-wellbeing-programme.html
5 https://www.hse.ie/eng/about/who/healthwellbeing/exercise-videos/
6 https://www2.hse.ie/living-well/exercise/being-active-health-condition/being-active/

Wellness Action Plan

Mind is a leading charity in the UK that provides information, support and campaigning for people with mental health difficulties. They have developed a Wellness Action Plan (WAP) [7] to guide employees around the topic of supporting your mental health at work. This is inspired by the established Wellness Recovery Action Plan founded by the Copeland Center[8], which is an evidence-based system used worldwide by people to manage their mental health.

The WAP is a great practical tool to help you identify what keeps you well at work, what might cause you to become unwell and how to address a mental health problem at work. You can work through their template to address questions such as 'What helps you stay mentally healthy at work?', 'What can your manager do to proactively support you to stay mentally healthy at work?' and 'Are there any situations at work that can trigger poor mental health for you?'. You might work through the WAP by yourself or with your manager to agree together how best to support you in your role and address your needs.

7 https://www.mind.org.uk/media-a/5760/mind-guide-for-employees-wellness-action-plans_final.pdf
8 https://www.wellnessrecoveryactionplan.com/what-is-wrap/

Assistive Technology

Assistive Technology (AT) can refer to any device, software or tool that is designed to support people with performing tasks more effectively and independently. This can include technologies like screen readers and voice recognition software, to text-to-speech or adjustable display settings. They can also be as simple as a magnifying glass for someone with a visual impairment or a calendar app on your smartphone to help you plan your day. AT has levelled the playing field in education and employment for people with disabilities and can empower students and graduates to thrive and perform to their full potential.

AHEAD's Assistive Technology Hive (AT Hive) [9] is an incredibly useful tool for people with disabilities who are looking for tech solutions to make work easier and more accessible. This resource can help you find tools that fit your unique needs and boost your independence. Whether it's organising tasks, improving communication, or helping with reading and writing, our AT Hive connects you with options to support you in your role, making your workday that bit easier and more empowering.

9 https://www.ahead.ie/The-AT-Hive

Community Resources

There are various community resources available across Ireland, a few of which are listed below:

Social Prescribing Service

The Social Prescribing Service[10] through the HSE pairs you with a link worker who can connect you with community-based resources, exercise classes or support groups. This service connects you with a range of activities and supports available in your area including walking and running clubs, reading groups, self-help programmes, adult education, men's sheds and creative arts. Social prescribing is designed to enhance your mental health and wellbeing through fostering connections with others. You can join through a referral from a healthcare professional, or you can access the service directly.

10 www.allirelandsocialprescribing.ie

Classes and Social Events

Explore classes or events in your area that spark your interest. Creative Ireland[11] hosts a wide range of activities nationwide, from performing arts clubs, to creative cafés where you can explore different activities, creative writing courses, pottery, life drawing and much more. Neighbourhood Network, a community development charity, has created an online resource[12] featuring over 30 activities you can organise yourself, like community clean ups or virtual book clubs.

Eventbrite is an excellent resource for discovering free or ticketed events in your area like board games social nights, painting, networking meetups, book launches or even financial planning workshops. Meetup is another great platform for connecting with like-minded people across the country, whether you're into chess, culture nights, quizzes or movie nights.

Get Ireland Walking

Get Ireland Walking[13] is another fantastic national initiative that aims to empower and support people to get out walking and they have over 1,800 walking grounds registered across the country. Check their website to see if there is a walking group near you.

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11 https://www.creativeireland.gov.ie/en/creative-communities/
12 https://neighbourhoodnetwork.ie/activities/
13 https://www.getirelandwalking.ie/

Parkrun

Parkrun[14] is another free community event where you can walk, jog, run, volunteer or just spectate every Saturday morning. They currently have over 151 parkrun events around the country. For more information, and to see if there is a Parkrun happening in your area, visit the Park Run website.

If you are interested in more ways to connect within your community, you can find more resources and activities here: Physical Activity - Healthy Workplace Ireland.[15]



14 https://www.parkrun.ie/
15 https://healthyworkplace.ie/areas/wellbeing-areas/physical-activity/

Support Groups

Finding a community of likeminded people, particularly those who share similar experiences as individuals with a disability, can really help in understanding and navigating your own journey. Peer support groups provide a welcoming and supportive space to connect with people who have faced similar challenges. You can find a variety of support groups in your community, in person or online, that might be relevant to you. There are several diverse support groups available across the country including:

Aware Support & Self Care Groups – Depression, Bipolar and Other Mood Conditions

These groups offer a supportive, confidential and proactive environment where the group discuss depression, bipolar disorder and other related mood conditions and their impact. Members share their experiences and techniques around self-care and resilience. Groups are offered every day in person in various locations across the country and online where any adult experiencing depression, bipolar disorder, anxiety or a mood related condition is welcome. Read more here: Support & Self Care Groups - Depression Support - Aware[16].

16 https://www.aware.ie/support/support-groups/

Aware also run the Solace Café[17], a free out of hours community space open to anyone from the South County Dublin area requiring mental health support in a crisis.

Grow Mental Health Ireland Support Groups – Mental Health Challenges

Grow host in-person and online support groups in a confidential and supportive environment where participants are surrounded by people who share similar lived experiences. To learn more about this programme visit their website here: Join a Support Group | Grow Mental Health[18].

Shine Supports – Mental Health Challenges

Shine provides safe and recovery-oriented community-based support groups for individuals and family members affected by mental health difficulties. There are lots of in-person support groups across the country as well as several online groups. To find out more or register for a group have a look at their website here: Shine Online Support Groups | Shine[19].

17 https://solacecafe.ie/
18 https://grow.ie/join-a-support-group/
19 https://shine.ie/shine-supports-page/

Other Groups and Supports Available

The above is by no means an exhaustive list of resources as there are lots of other support groups available specific to different disabilities or disorders including eating disorder support groups, addiction recovery, and chronic pain or cancer support groups. Have a look at various support groups available for people with disabilities in Ireland on the ABLEize Directory of Information: Support Groups in Ireland | Disability SEN and Mental Health Support[20].

Maintaining your wellbeing in the workplace is an ongoing journey, and this guide is here to offer practical advice and meaningful support to help you navigate it with confidence. From accessing accommodations and managing stress to building a routine that works for you, we highlight some practical advice and tools like wellbeing videos, support groups where you can connect with others and a Wellness Action Plan to help you take charge of your wellbeing.

Whether you're starting your career or already in a role, remember that your wellbeing is a priority, and small steps can make a big difference. Take what works for you from this guide and know that support is available as you navigate your path forward. Explore the following links, supports, and programmes, including crisis support lines, to ensure you have the resources you need every step of the way.

20 https://www.ableize.com/disability-ireland/disabled-support-groups/

Useful Links & Resources

Useful Links & Resources

Helplines and Crisis Support

If in Crisis:

- Ring 999 or 112 if you require urgent care
- Present to your local Accident and Emergency Department
- Speak to your Doctor (GP)

- **SpunOut** offers a free, anonymous, 24/7 crisis text support service 'Text About It' offering immediate support to young people in distress.

  Text: SPUNOUT to 50808

- **Pieta House** offers crisis support to those struggling with suicidal thoughts or self-harm. You can call them on their 24/7 freephone crisis helpline or text their therapists if you are in crisis.

  Freephone: 1800 247 247
  Text: 51444
  Visit: https://www.pieta.ie/how-we-can-help/helpline/.

- **Samaritans** provides a listening ear for anyone in distress, 24/7. You can contact them on their helpline or speak to a Samaritan face-to-face in a number of their branches.

  Freephone: 116 123
  Visit: https://www.samaritans.org/ireland/how-we-can-help/contact-samaritan/

- **SOSAD** offers emotional support and a helpline for those in crisis.
  Visit: https://sosadireland.ie/helplines-2/

- **Aware** provides support and information for people who experience depression or bipolar disorder.
  Freephone: 1800 80 48 48
  Support email line: supportmail@aware.ie

Supports and Programmes

- The **HSE** have their own directory and website for mental health called https://yourmentalhealth.ie/ where you can get information advice about your mental health, wellbeing and where to get support.

- You can also use an interactive map developed by **Mental Health Reform** where you can access different types of mental health services and supports in Ireland: https://mentalhealthreform.ie/map/.

- **Mental Health Ireland** offers national and county by county supports. Visit www.mentalhealthireland.ie/supports.

- **Suicide or Survive** run the Eden programme, an educational programme with a therapeutic element for people over the age of 18 who are struggling with suicidal thoughts and attempts. Visit: https://suicideorsurvive.ie/programmes/eden-programme/.

Wellbeing, legal information and accessibility

- Mental Health Supports and Services
  - https://www2.hse.ie/mental-health/services-support/supports-services/
  - https://www.mentalhealthireland.ie/mental-health-services/

- Aware
  - https://www.aware.ie/

- Equality in the Workplace
  - https://www.citizensinformation.ie/en/employment/equality-in-work/equality-in-the-workplace/

- Irish Disability Legislation
  - https://nda.ie/disability-policy/irish-disability-legislation

- EmployAbility Services
  - https://www.gov.ie/en/service/8578c4-access-the-employability-service/

- Accessibility
  - https://nda.ie/accessibility

Other information and services

- HSE Website
  - https://www.hse.ie/

- Citizens Information Website
  - https://www.citizensinformation.ie/en/

- Suicide or Survive Mental Health Programmes
  - https://suicideorsurvive.ie/programmes/

- Anxiety Ireland Website
  - https://www.anxietyireland.ie/

- Black Therapists Ireland
  - https://www.blacktherapistsireland.ie/

- Diverse Minds Practice
  - https://www.diversemindspractice.ie/

- Multicultural Counselling Service
  - https://talktherapy.ie/other-services/multicultural-counselling-dublin/

- LGBT Support Services
  - https://lgbt.ie/our-services/

- Traveller Counselling Service
  - https://travellercounselling.ie/

Legal disclaimer

This publication provides practical guidance and information to support workplace wellness for employees and students with disabilities but does not constitute legal advice. This is not a substitute for professional or legal advice. If you require support for your mental health, such as therapy or counselling, or if you have specific questions about your rights in the workplace, we encourage you to seek assistance from a qualified professional or legal advisor.

AHEAD has made every effort to ensure the information provided is accurate and helpful; however, individual circumstances may vary, and readers are encouraged to use their judgment and seek tailored advice when needed.

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Notes

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