

# AECOM's Global Mental Health Allies Network



Supporting the health and well-being of our employees and their loved ones is one of our most important priorities. Since the onset of the global pandemic, we have been hearing from leaders around the world that employees are struggling with mental health challenges. With this in mind, we created the Global Mental Health Allies (MHAs) network, so our employees don't have to navigate these challenges alone. Through this program, we are helping to reduce stigma, act with empathy and connect people who are experiencing challenges to the help they need.

### Meet our AECOM Global MHAs

Our Global MHAs are employee volunteers who have been hand-selected by our leaders and vetted through our Human Resources team. Global MHAs have a passion for supporting mental well-being, and we have equipped them with the language, tools and knowledge to speak one-on-one with colleagues who are facing a mental health challenge.




### Training our Global MHAs

Every AECOM Global MHA has successfully completed an in-depth virtual training session facilitated by a certified instructor and conducted in a small group setting. The training covers the following topics:

- The signs and symptoms of common mental health challenges
- Active listening and providing reassurance to those in need
- Directing colleagues to AECOM benefits and resources for mental health support and, in some cases, professional help
- The message that recovery from a mental health challenge is possible

This is a non-clinical training, so Global MHAs are not able to diagnose or treat themselves or others, but they can listen to an employee's needs, provide support and connect the person in need to company resources and benefits that can help.

 **Questions?** Email [globalmentalhealthallies@aecom.com](mailto:globalmentalhealthallies@aecom.com) with any questions about the Global MHA program.

### Confidential help for employees

Our Global MHAs are well versed in how to listen nonjudgmentally and respect others' privacy. Global MHAs do not share any information discussed in confidence unless there's a concern for the safety of the individual or others or the employee has given permission for the Global MHA to seek guidance on their behalf and/or locate additional resources.

### Mental Health First Aiders (MHFAs)

In addition to our Global MHAs, we have a dedicated group of Mental Health First Aiders (MHFAs) in the U.K., Western Europe, Australia and New Zealand. These MHFAs have been trained to understand common mental health conditions and how to interact one-on-one with someone who is struggling with a mental health challenge. MHFAs are certified by country-specific accreditation bodies to provide mental health first aid services outside of their companies of employment.

### Connecting to mental health assistance

Region	How to Contact
Asia	Complete an online form on <a href="https://www.aecom.com/WellBeingAtAECOM.com">WellBeingAtAECOM.com</a> to be connected with a Global MHA who matches with any specific preferences that you request.
Canada	
Latin America	
Middle East and Africa	
U.S.	
Europe and India	Find a list of MHFAs on <a href="#">Ecosystem</a> that you can reach out to directly for support.
Australia and New Zealand	Find a list of MHFAs on the SHE&W Noticeboards that you can reach out to directly for support.