



## **DisabilitySolutions Program Overview**

According to the National Institute of Mental Health, 26% of Americans 18 or older suffer from a diagnosable mental health condition each year. Most employees manage their mental health issues and stressors by getting treatment and support while working. But sometimes these conditions worsen to the point where the employee is not able to function at work.

### **What is a Disability?**

Each employer defines Disability differently, but generally, a mental health disability is a condition that keeps an employee from doing his/her job. In order to be psychiatrically disabled, a person has to have a diagnosable mental health condition AND the symptoms have to prevent the employee from performing his/her job functions.

*Some people file for Disability because of conflicts with supervisors or co-workers. Others file disability because of difficult family situations, for example, having to take care of a sick parent. Even though these are stressful situations, they do not typically meet the definition of Disability.*

People with a psychiatric disability and a diagnosable mental health condition need intensive treatment to get better. The good news is that most mental health conditions are highly treatable.

### **What is DisabilitySolutions?**

The DisabilitySolutions program partners with your Disability Claims Administration team to support you while you are out on a Short Term Disability. Our goal is to

assist you in setting up appropriate treatment services as soon as possible. We also provide your Disability Claims Administration team with progress updates to help them process your claim.

### **What is offered through DisabilitySolutions?**

While enrolled in our program, you can expect the following:

- A free, in-person assessment with a Disability Specialist on the UBH panel to set return to work goals and a personalized treatment plan.
- A Disability Care Advocate, who is a licensed mental health counselor, to help you with referrals and oversee your care.
- Ongoing communication between your Disability Care Advocate and your counselors to get updates about your progress.
- Coordination with your Disability Claims Administration team to give them progress updates and let them know your return to work plans.

### **What is your responsibility while on Disability?**

While on disability, you are responsible for fully participating in the treatment that is recommended. With true partnership between you, your healthcare providers and the disability teams, you can expect to see improvement in your mental health symptoms and be back at work as quickly as possible.