

## **Risk Management/Vermont Department of Labor Recommended Language**

4/3/2019

### **STUDY;**

The Agency of Administration, Office of Risk Management, in consultation with the Department of Human Resources, the Department of Labor and the Agency of Human Services, including the Department for Children and Families, shall study:

1. the occurrence and frequency of workers' compensation claims involving the of post traumatic stress disorder and other mental disorders like depression, caused or aggravated by work place stressors or workplace violence in the state workforce.
2. professions and occupations in state government at risk of exposure to traumatic situations and stress that could result in post traumatic stress disorder (PTSD)
3. an inventory of prevention and education plans that currently exist in all agencies of state government.

The study shall focus on:

Prevention, including actions and methods to reduce the likelihood of job-related stressors or violence occurring;

Training for all employees to recognize situations, incidents or other indicia that may create stressful or violent interactions.

Education for all employees to enable them to recognize symptoms of post traumatic stress disorder, or other mental disorders;

Identifying the resources available to employees following stressful or traumatic incidents, including resources like Employee Assistance Programs (EAP) or counseling; and

Education on how to file and pursue a workers' compensation claim if the post traumatic Stress Disorder or other mental disorder requires medical treatment or becomes disabling.

The study's findings and recommendations shall be provided to the Agency of Administration by January 15, 2020 with copies to the House Committee on Commerce & Economic Development and the Senate Committee on Economic Development, Housing & General Affairs.