

# Developing a just and fair culture in Mental Health : an initiative for enhancing self-declaration and mental health integration



Flight Safety Forum  
5<sup>th</sup> & 6<sup>th</sup> of June 2025



Sébastien  
FOLLET



*Disclaimer: Aerosentinelles is a think-tank working under the aegis of the DSAC. The initiative presented here does not engage this authority but only the members of Aerosentinelles who worked on it.*



Sebastien  
FOLLET



Eric  
VIDEAU



Céline  
SOUL



Philippe  
BERNAUDIN



Ludovic  
MIEUSSET



Arnaud  
MOREL



Caroline  
KINDA



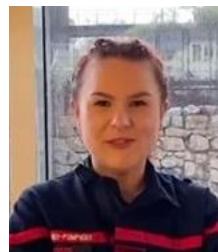
Roxane  
LOPEZ



Velo  
TSARA



Laetitia  
MARION



Coralie  
COSTE

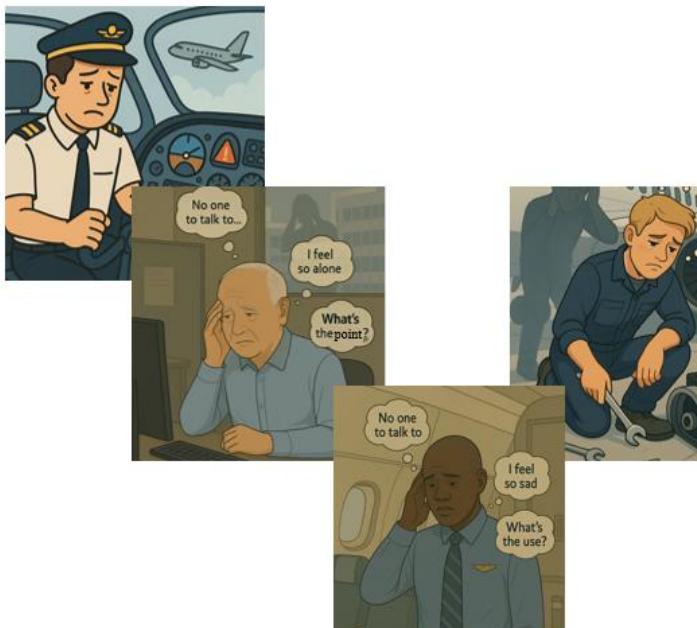


Sandrine  
LAMOUROUX

# Why self-declaration in mental health is such a problem ?

## At organizational level

- Psycho-social risks management policy,
- Well-being programs,
- Access to occupational doctors,
- Peer-support programs,
- Access to psychologists,
- ...



## At individual level

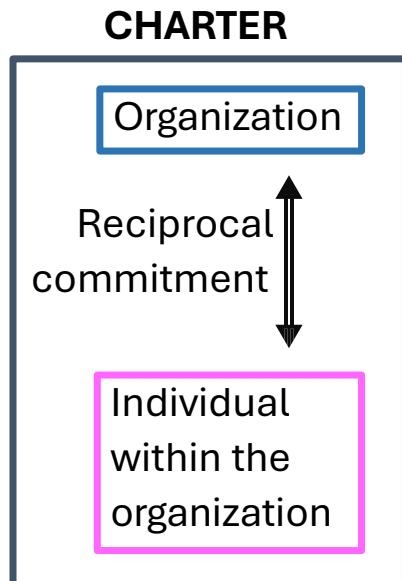
- Fear of judgements,
- Fear of stigmatization ,
- Fear of being evicted from operations,
- Fear of leaving their « dream » job,
- Natural human tendency to flee what brings negative emotions,
- Fear not to answer to the stereotypes of the job,
- Fear of not being believed,
- ...



## Presenteeism

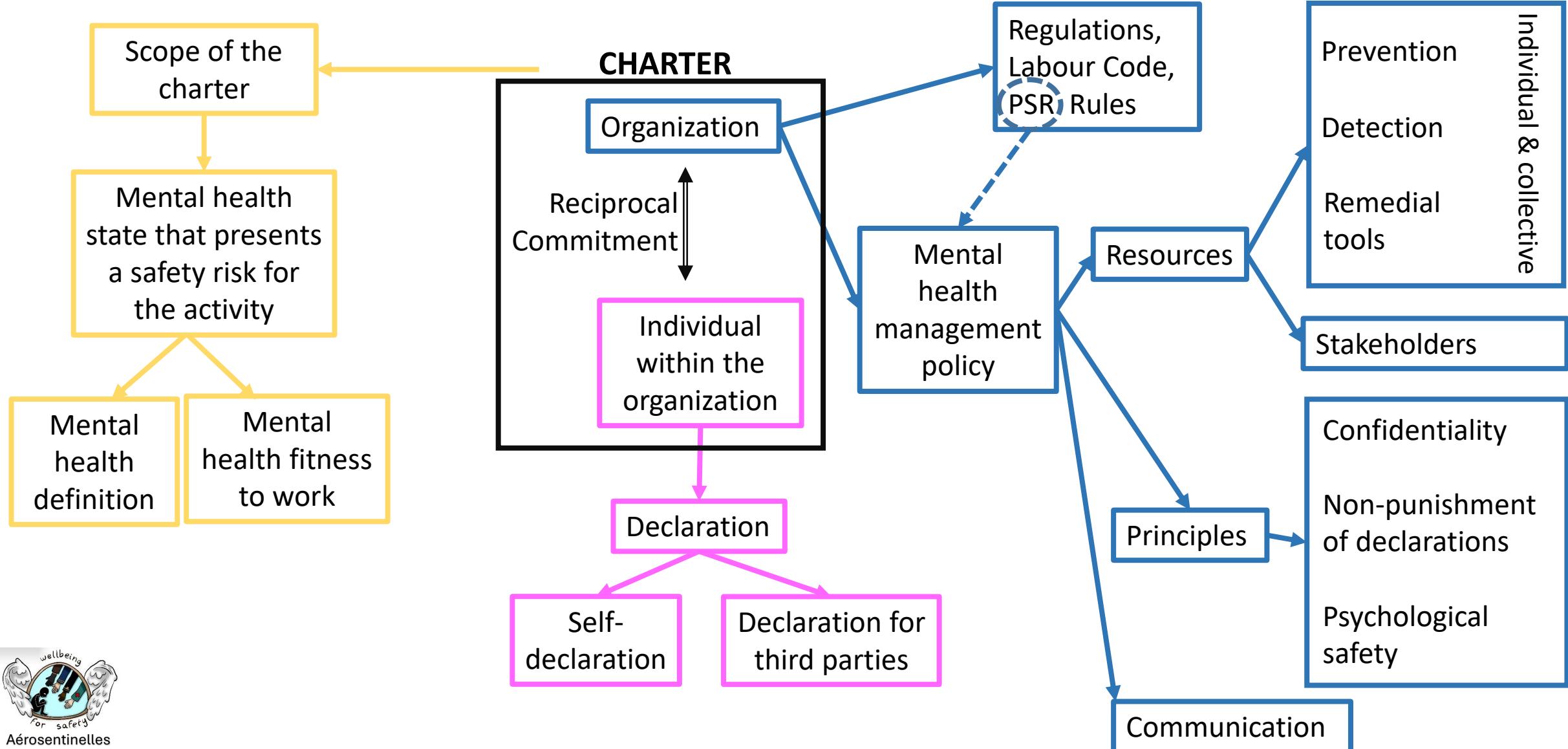
# A just and fair culture in mental health

- To address the difficulties of self-declaration at individual level,
- To enhance confidence between the organization and its employees,
- To answer the Gen Z challenge and make aviation attractive again.



- On the basis of the error safety management,
- A charter that engages the whole organization,
- A reciprocal commitment between the organization and its employees,
- A charter to be written within the organization,
- Some guidelines to design such a charter.

# A charter for a just and fair culture in mental health



# Perspectives – What's next ?

Guidelines are ready !



- Under proofreading by the French authorities,
- Presentation to the French Aviation Safety Network (RSAF).
- Exclusive discussions with 2 airlines,
- Interest by The French Airports Association.

Interested in the initiative, contact us at [chartesantementale@gmail.com](mailto:chartesantementale@gmail.com)





*“Whatever we  
understand well we  
express clearly, and  
words to say it come  
easily.”*

Nicolas Boileau

Many thanks for listening.  
Any questions ?



chartesantementale@gmail.com



*Copyright: The reuse of this presentation is authorised under the licence terms of SKYbrary (<https://skybrary.aero/licence-agreement-and-code-conduct>). For any use or reproduction of elements not owned by the author, permission may need to be sought directly from the respective rights holders.*