

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



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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.



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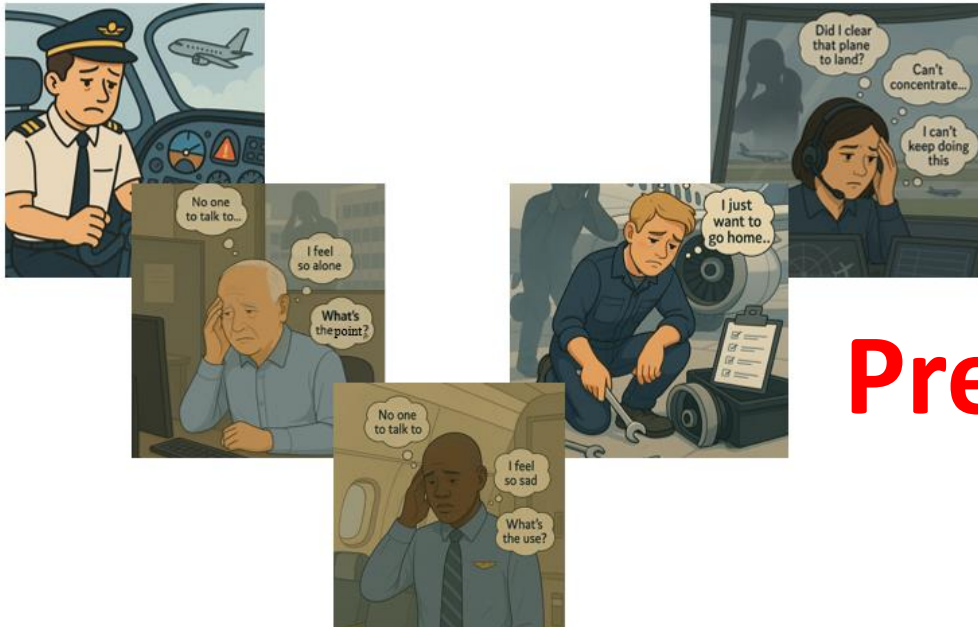


Sandrine
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Why self-declaration in mental health is such a problem ?

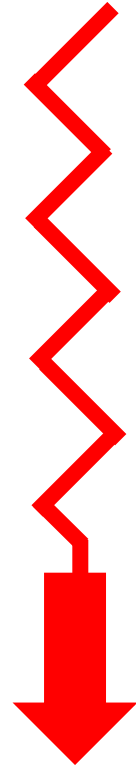
At organizational level

- 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

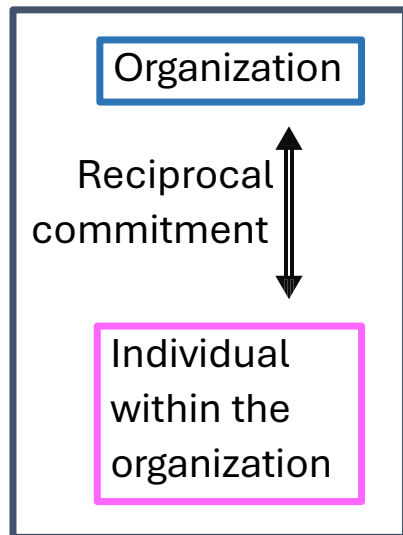


A just and fair culture in mental health

- ➔ 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.

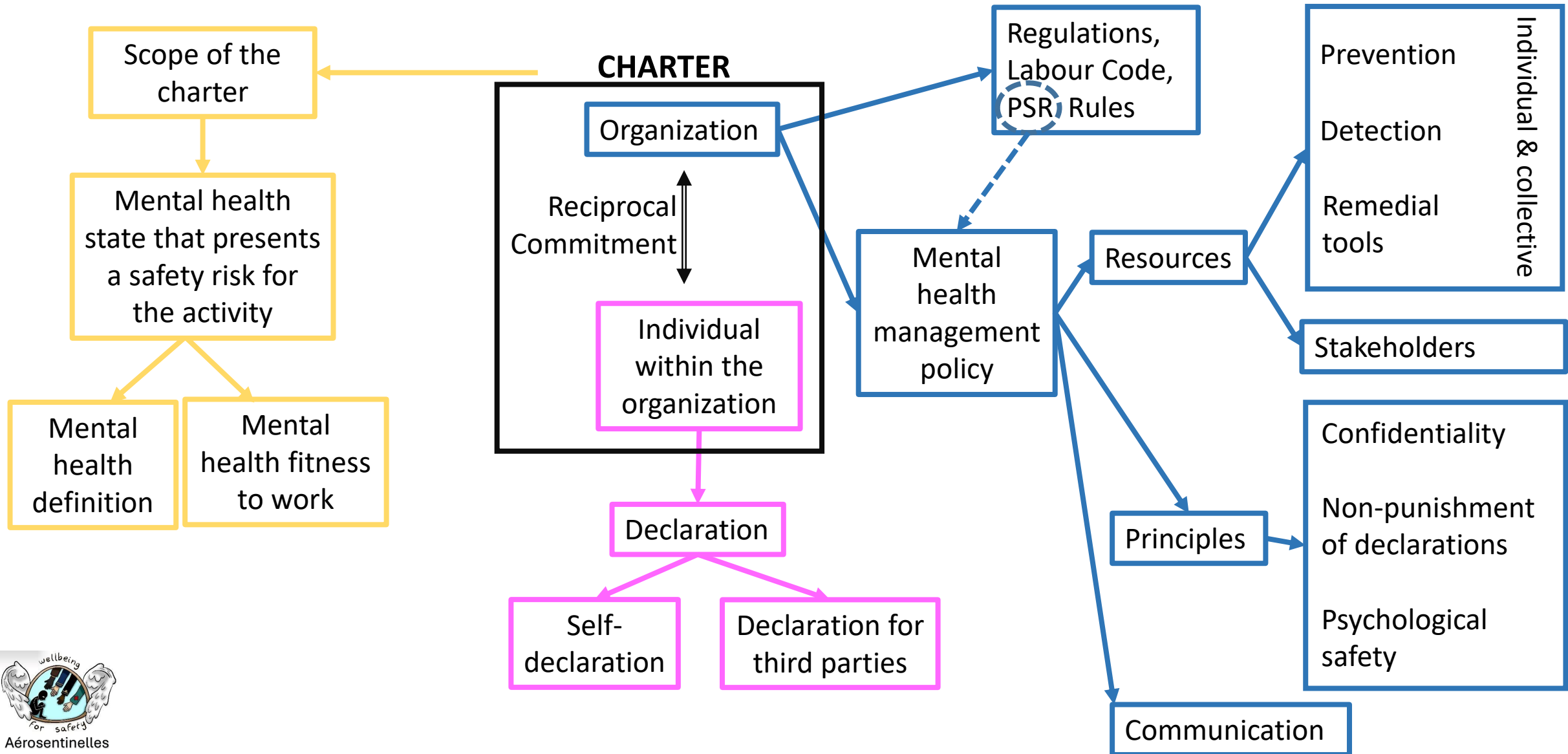


CHARTER



- ➔ 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



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

Nicolas Boileau

Many thanks for listening.
Any questions ?



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