

Psychosocial Risk Factor	Online and Printable Resources		Program	Lunch and Learn	Workshops and Ecourses	
	Leadership	Staff Member	All	All	Leadership	Staff Member
		Critical Incident Management Support for Faculty and Staff	Dealing with the Loss of a Colleague	Employee and Family Assistance Program (EFAP) - Depression Care, Trauma Car, I/Volve Cognitive Behavioural Therapy	Employee and Family Assistance Program (EFAP) - Building Resilience: Understanding Challenges, Learning Strategies, and Accepting Change	Employee and Family Assistance Program (EFAP) - Reducing Stress in the Workplace (½ day workshop)
	Death of a Faculty or Staff Member	Grieving a Loss	Discrimination, Harassment and Duty to Accommodate Policy	Employee and Family Assistance Program (EFAP) - Stress Busters	Employee and Family Assistance Program (EFAP) - Leadership Strategies for Supporting Mental Health (Full-day workshop)	Employee and Family Assistance Program (EFAP) - Building Emotional Intelligence (½ day workshop)
Psychological Support	Guiding Employees Through Change	Grieving While Returning to Work	EHS - Hazard Identification, Assessment, and Control Procedure	Employee and Family Assistance Program (EFAP) - Beyond Stigma: Increasing Our Understanding of Mental Health in the Workplace	Mental Health First Aid	Employee and Family Assistance Program (EFAP) Online – Taking Control of Your Anger
	Promoting Psychological Health While Going Through Change	Supporting a Grieving Co-worker	The Landing	Employee and Family Assistance Program (EFAP) - Understanding Anxiety and Depression	ASIST Training	Employee and Family Assistance Program (EFAP) Online – Taking Control of Your Mood
	Supporting a Grieving Co-worker	Facing Facts Tip Sheets: Putting a Spotlight on Mental Health, Mental Health at Work, Early Recognition, Dispelling Myths of Mental Illness, When Stress Escalates, Is Stress Getting You Down? etc.	Sexual Assault Centre	Employee and Family Assistance Program (EFAP) - Understanding Grief and Loss	The Working Mind	Employee and Family Assistance Program (EFAP) Online – Taking Control of Alcohol Use
	Supporting Employees Affected by a Traumatic Event	Mental Illness Fact Sheets: Addictions, Anxiety Disorders, Bipolar Disorder, Depression, Eating Disorders, Post Traumatic Stress Disorder etc.	Interfaith Chaplains' Association	Employee and Family Assistance Program (EFAP) - Mindfulness and Reducing the Effects of Stress	Question, Persuade, Refer	Employee and Family Assistance Program (EFAP) Online - Resilience
		How to Have a Supportive Conversation	Stay at Work Services	Employee and Family Assistance Program (EFAP) - Building Emotional Intelligence		Employee and Family Assistance Program (EFAP) - Mental Health in the Workplace (½ day workshop)
			Temporary Modifications to Work		Identifying, Helping, and Referring Students in Distress	
			WCB Reporting Medical Accomodation		Building Resilience in Classrooms	
		Discrimination, Harassment and Duty to Accommodate Policy	Employee and Family Assistance Program (EFAP) - The Fundamentals of Change and Transitions	Employee and Family Assistance Program (EFAP) - Managing Change and Transition - ½ day workshop	Employee and Family Assistance Program (EFAP) Online – Responsible Optimism	
Organizational Culture	Employee and Family Assistance Program (EFAP) - Tips to Creating a Healthy Workplace	HHI - Taking Control of Job Loss E-course	Facing Facts	Employee and Family Assistance Program (EFAP) - Professionalism in the workplace	Employee and Family Assistance Program (EFAP) - Dealing with the Impact of Change - ½ day workshop	Employee and Family Assistance Program (EFAP) Online – Embracing Workplace Change
	Employee and Family Assistance Program (EFAP) - Transgender: Where to find and how to give support		Healthy University Strategic Plan	Employee and Family Assistance Program (EFAP) - Making room for everybody: creating a culture of inclusion		Community Helpers
	Employee and Family Assistance Program (EFAP) - Tips for Leading Multi-generational Teams		Sexual Violence Policy suite	Employee and Family Assistance Program (EFAP) - Improving Workplace Communication		Human Resource Services - Embracing Change: Finding your bouncebackability
	Employee and Family Assistance Program (EFAP) - How to Support Employees with Children Attending School		Suicide Prevention Framework			
	Employee and Family Assistance Program (EFAP) - Promoting Psychological Health While Going Through Change		Strategic Plan for Equity, Diversity and Inclusion			
	Employee and Family Assistance Program (EFAP) - Guiding Employees Through Change					
	Equity, Diversity and Inclusion: Best Practices in Faculty Recruitment and Hiring					
	Best Practices for Hiring - Equity, Diversity and Inclusion					

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Leadership and Expectations			Academic Leadership Development Program Deepening Facilitative Leadership Facilitative Leadership Program Triage Leadership University Management Course (External) Gold College Environment, Health and Safety Policy Appendix B: Responsibilities Environment, Health and Safety - Program Management and Leadership Assignment of Accountability 1.0 Employee and Family Assistance Program (EFAP) - Key Person Advice Line		Employee and Family Assistance Program (EFAP) Online - Value Based Leadership Employee and Family Assistance Program (EFAP) Online - Managing Sensitive Employee Issues Employee and Family Assistance Program (EFAP) Online - Leading the Human Side of Change Employee and Family Assistance Program (EFAP) Online - Fundamentals of Effective Supervision Employee and Family Assistance Program (EFAP) - The Art of Effective Bridge-Building - ½ day workshop Employee and Family Assistance Program (EFAP) - Dealing with Difficult Behaviour in the Workplace - ½ day workshop Coaching for Leaders (restricted to full-time continuing academic staff) Employee and Family Assistance Program (EFAP) Online - Supporting Respect in the Workplace Ecourse	Pathways Series: Accountability and Trust Pathways Series: Communication Skills for Managing Conflict Pathways Series: Defining Effective Teams
Civility and Respect	Canadian Centre for Occupational Health and Safety Best Practices for Hiring - Equity, Diversity and Inclusion Equity, Diversity and Inclusion: Best Practices in Faculty Recruitment and Hiring Guide to Universal Design	Canadian Centre for Occupational Health and Safety Guide to Universal Design		Employee and Family Assistance Program (EFAP) - Handle with care: conflict resolution in the workplace Employee and Family Assistance Program (EFAP) - Building working relationships Employee and Family Assistance Program (EFAP) - Targeting Bullying and Harassment in the Workplace Employee and Family Assistance Program (EFAP) - When Negativity Strikes: Communicating Despite Negative Behaviour Employee and Family Assistance Program (EFAP) - Respectful Relationships in the Workplace Employee and Family Assistance Program (EFAP) - Assertiveness: Negotiating Respectful Interpersonal Boundaries Employee and Family Assistance Program (EFAP) - Beyond Stigma: increasing our understanding of mental health in the workplace	Employee and Family Assistance Program (EFAP) Online - Supporting Respect in the Workplace Employee and Family Assistance Program (EFAP) - Respectful Workplace - ½ day workshop Employee and Family Assistance Program (EFAP) Online - Supporting Respect in the Workplace Ecourse	Employee and Family Assistance Program (EFAP) Online - Respect in the Workplace Employee and Family Assistance Program (EFAP) - Developing Skills for Effective Conflict Resolution - ½ day workshop Employee and Family Assistance Program (EFAP) - Intervening in Workplace Conflict - ½ day workshop Employee and Family Assistance Program (EFAP) - Respect at Work ½ day workshop Employee and Family Assistance Program (EFAP) Respect in the Workplace Ecourse

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Psychological Competencies and Requirements					Gold College Supervisory Leadership Employee and Family Assistance Program (EFAP) - Managing Sensitive Employee Issues Ecourse Employee and Family Assistance Program (EFAP) - Supporting Respect in the Workplace Ecourse	EFAP Online – Taking Control of Your Career
					Employee and Family Assistance Program (EFAP) - Leading the Human Side of Change Ecourse Employee and Family Assistance Program (EFAP) - Values Based Leadership - Ecourse	
Growth and Development			Environment, Health and Safety (EHS) - Training and Competency Assignment of Accountability and Procedure		Supervisory Leadership Program Deepening Facilitative Leadership Facilitative Leadership Program Triage Leadership University Management Course (External) Centre for Teaching and Learning Workshops and Courses Human Resource Services - Dare to Lead Gold College Supervisory Leadership Employee and Family Assistance Program (EFAP) Foundations of Effective Supervision Employee and Family Assistance Program (EFAP) - Managing Sensitive Employee Issues Ecourse Employee and Family Assistance Program (EFAP) - Supporting Respect in the Workplace Ecourse Employee and Family Assistance Program (EFAP) - Leading the Human Side of Change Ecourse Employee and Family Assistance Program (EFAP) - Values Based Leadership - Ecourse Coaching for Leaders *restricted access to full-time continuing academic staff	Pathways Series: Verbal Communication Pathways Series: Written Communication Pathways Series: Personal Sides of Change and Transition Pathways Series: Customer Service Level 1 Pathways Series: Dealing with Difficult Customers Pathways Series: MBTI Centre for Teaching and Learning Workshops and Courses Employee and Family Assistance Program (EFAP) - Financial Pre-retirement Seminar Employee and Family Assistance Program (EFAP) - Psychological Pre-retirement Workshop Academic Pre-retirement Pension Seminar Support Staff Pre-retirement Pension Seminar Employee and Family Assistance Program (EFAP) Online - Preparing for Retirement HRS - Embracing Change: Finding your Bouncebackability

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Recognition and Reward	Recognition Tips for Supervisors	Recogniton Tips for Everyone	Presidents Achievement Award "Dare to Discover" Excellence in Leadership Award Excellence in Learning Support Achievement Award for APOs, FSO, and Librarians Support Staff Recognition Award Recognizinig Service Milestones Celebration of Service Thoughtful of "U" Retirement Celebration Alumni Recognition Awards Recogniton E-cards Community Connection Awards Inofrmation Technology Awards Wellness Champions Happiness Awards Heroes for Health			
Involvement and Influence			Environment, Health and Safety (EHS) - Program Management and Leadership Assignment of Accountability 1.0		Human Resource Services - Dare to Lead Gold College Supervisory Leadership	Pathways Series: Creativity and Critical Thinking
Workload Management				Employee and Family Assistance Program (EFAP) - Managing your Time and Energy		Employee and Family Assistance Program (EFAP) Online – Taking Control of Stress Employee and Family Assistance Program (EFAP) Online - Taking Control of Your Career
Engagement	Healthy Workplace Template	Healthy Workplace Template	Partners for Life Corporate Challenge Environment, Health and Safety (EHS) - Program Promotion Assignment of Accountability 10.0			Pathways Series: Teams from Good to Great

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Balance				Employee and Family Assistance Program (EFAP) - Establishing Work/Life Harmony Employee and Family Assistance Program (EFAP) - Foundations of Positive Parenting Employee and Family Assistance Program (EFAP) - Supporting the Caregiver		
Psychological Protection			Employee and Family Assistance Program (EFAP)	Employee and Family Assistance Program (EFAP) - Assertiveness: Negotiating Respectful Inter-Personal Boundaries Employee and Family Assistance Program (EFAP) - Targeting Bullying and Harassment in the Workplace	Employee and Family Assistance Program (EFAP) - Stamping out Bullying and Harassment in the Workplace Human Resource Services - Sexual Violence Awareness	Helping Individuals at Risk Online course Hazard Identification App Human Resource Services - Sexual Violence Awareness
		Critical Incident Stress Management A Guide to Helping Individuals At Risk A Guide to Helping Individuals At Risk Gender Transition - faculty and staff	Graduate Student Assistance Program (GSAP) Helping Individuals At Risk			
Physical Safety		Office Yoga Environment, Health and Safety (EHS) Database Environment, Health and Safety (EHS) Codes of Practice Protective Services Online Reporting Health Kit - Body Image/Eating Disorders Health Kit - Addiction	Lone Worker Program Environment, Health and Safety (EHS) - Working Alone guidelines and template Environment, Health and Safety (EHS) Policy Environment, Health and Safety (EHS) - Hazard Identification, Assessment, and Control Procedure Environment, Health and Safety (EHS) - Violence in a working or learning environment Workplace Impairment Policy Protective Services Online Reporting Stay at Work Services Temporary Modifications to Work Medical Accomodation Workers Compensation Board (WCB) Reporting	Employee and Family Assistance Program (EFAP) - Making Shiftwork Work for You	Employee and Family Assistance Program (EFAP) - Workplace Violence Human Resource Services - Sexual Violence Awareness	Environment, Health and Safety (EHS) - Working safely at the U of A Environment, Health and Safety (EHS) - Transportation of Dangerous Goods Supervisory Environment, Health and Safety Professional Development course Environment, Health and Safety (EHS) - Laboratory and Chemical Safety Environment, Health and Safety (EHS) - Concepts in Biosafety Environment, Health and Safety (EHS) - Radiation Safety Environment, Health and Safety (EHS) - Laser and X-ray safety Environment, Health and Safety (EHS) - Fire extinguisher Environment, Health and Safety (EHS) - Fire warden Environment, Health and Safety (EHS) - WHMIS Environment, Health and Safety (EHS) - Field research safety courses Environment, Health and Safety (EHS) - Ergonomics Human Resource Services - Sexual Violence Awareness