



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

New FMLA Mental Health Resources

Each May the importance of good mental health is brought into focus. Mental health challenges impact the overall health of Americans and our ability to work, communicate, and share our lives with those around us.

The Wage and Hour Division enforces the Family and Medical Leave Act (FMLA), which enables workers to take time off for mental health treatment for themselves or to care for family members. We are committed to supporting the mental health of workers and protecting equitable access to job-protected leave through outreach and enforcement of the Family and Medical Leave Act. No worker who qualifies for FMLA leave should ever worry or hesitate to request time off due to a serious mental health condition.

The Wage and Hour Division offers educational materials to aid in compliance with the [Family and Medical Leave Act](#), and new resources have been developed for workers, worker advocates, employers, and their representatives:

- [Fact Sheet #28O: Mental Health and the FMLA](#)
- [Frequently Asked Questions](#)
- [Press Release](#)
- [Blog - The FMLA: Essential for Mental Health-Friendly Workplaces](#)

Mental health assistance comes in many forms. We all have an active role to play in providing the connection and access needed by those who are impacted. In addition to ensuring the provisions of FMLA are implemented for all qualifying workers, providing accommodations, and offering an inclusive, encouraging, and supportive workplace are critical to promoting wellbeing.

For more information on the Family and Medical Leave Act and the other laws WHD enforces, please [visit our website](#).