

>>> NEWSLETTER <<<

# ABNM HR



## TOP NEWS OF THE MONTH

**MENTAL HEALTH ADVOCACY & AWARENESS IN THE OFFICE**

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Workplace diversity is the term used for the workplace composed of employees with varying characteristics, such as different sex, gender, race, ethnicity, sexual orientation, etc.

A company with workplace diversity is a company that has employees with a wide range of characteristics and experiences.

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**WORKPLACE DIVERSITY**

**WORLD HEPATITIS DAY**

World Hepatitis Day (WHD) takes place annually on 28 July to raise awareness about viral hepatitis, and how to test and take vaccines to prevent the virus. The date of 28 July was chosen because it is the birthday of Nobel-prize-winning scientist Dr Baruch Blumberg, who discovered the hepatitis B virus (HBV) and developed a diagnostic test and vaccine for the virus.

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**MAKING WORKPLACE A FUN**

The workplace can be an environment that's both fun and productive for employees. You can strategize ways to promote positivity and humor among your team members, which may also give you a chance to grow closer with them. Knowing about fun work activities can allow you to implement activities that align with your employees' interests.

## • MENTAL HEALTH ADVOCACY & AWARENESS IN THE OFFICE

According to the World Health Organization (WHO) on the promotion of workplace health. "Advocacy is a key health promotion activity for overcoming major barriers to public health and occupational health. The barriers addressed by advocacy are poor living and working conditions, rather than individual or behavioral barriers".

In our ethics of recruiting the best and most suitable candidates for jobs, we introduce and promote a healthy lifestyle and support the maintenance of such lifestyles with appropriate information. Counseling and educational measures are undertaken also as part of the occupational health and safety program to create the needed awareness for being an advocate for their own health needs within and/or outside their work environment.

This concludes that employee health fulfills two functions: as a form of practice, and as a useful strategy for a discipline that has to be self-promoting as well as health-promoting in order to achieve lifelong goals.

## HOW CAN YOU IMPROVE YOUR COMPANY'S WORKPLACE DIVERSITY?

The first step in improving your company's workplace diversity is hiring more diversified employees. In order to make that happen, you should make your hiring process more inclusive and inviting for people with different characteristics.

Here are 3 actionable pieces of advice you can implement right now to make your hiring process more inclusive:

- Recruit from diverse talent pools: Recruiting from diverse talent pools will give you access to a greater range of talents.
- Diverse panel interview: A more diversified recruiting team will be more attentive to diversity issues.
- Sensitivity training for interviewers: Provide training for your interviewers in order to help them become more aware of workplace diversity issues.

## THE A'S OF MENTAL HEALTH -FRIENDLY WORKPLACE

### AWARENESS

**BUILD AWARENESS  
& SUPPORTIVE  
CULTURE**

### ASSISTANCE

**OFFER  
EMPLOYEE  
ASSISTANCE**

### ACCESS

**ENSURE  
ACCESS TO  
TREATMENT**

## TYPES OF WORKPLACE DIVERSITY

There are many different types of workplace diversity and they include:

- Race
- Ethnicity
- Gender
- Age
- Sexual orientation
- Physical abilities and disabilities
- Religion
- Political beliefs
- Education
- Socioeconomic background
- Geographical orientation
- Language
- Culture

# WHY IS WORKPLACE DIVERSITY SO IMPORTANT?

➤➤➤ In the modern, globally connected society and market, workplace diversity is becoming a necessity rather than a banner company's wave to show its commitment to embracing differences.

Most of modern companies can sell their products all over the world, reaching many different groups of people. In order to successfully create, present and sell their products in this global market, companies need a diversified workforce.

## WHY IS MAKING WORK FUN IMPORTANT

Fun in the workplace can have a positive impact on employees and their productivity. As a manager, you can create a professional environment that your staff members appreciate. As an employee, you can enjoy working at your organization, and you may feel that your supervisors prioritize your mental health. Making work fun has benefits such as:

- Boosting morale
- Avoiding workplace burnout
- Increasing creativity
- Fostering closer relationships with colleague
- Promoting collaboration

## BENEFITS OF WORKPLACE DIVERSITY

Companies with diversified workforce experience many advantages over those who don't have diversified employees. It is not just something that improves your company's reputation but also has many direct, tangible benefits. Here are some of the benefits of workforce diversity:

- Variety of different perspectives
- Increased creativity
- Increased problem-solving
- Increased profit
- Improved employee engagement
- Reduced employee turnover
- Improved company reputation
- Improved hiring results.

# DIFFERENT TYPES OF HEPATITIS

The five hepatitis viruses – hepatitis A, hepatitis B, hepatitis C, hepatitis D, and hepatitis E – are distinct and can spread in different ways, affect different populations, and result in different health outcomes.

1. Hepatitis A is a vaccine-preventable liver infection caused by the hepatitis A virus (HAV). HAV is found in the stool and blood of people who are infected. Hepatitis A is very contagious.
2. Hepatitis B is a vaccine-preventable liver infection caused by the hepatitis B virus (HBV). Hepatitis B is spread when blood, semen, or other body fluids from a person infected with the virus enters the body of someone who is not infected.
3. Hepatitis C is a liver infection caused by the hepatitis C virus (HCV). Hepatitis C is spread through contact with blood from an infected person. . Today, most people become infected with the hepatitis C virus by sharing needles or other equipment used to prepare and inject drugs.
4. Hepatitis D, also known as “delta hepatitis,” is a liver infection caused by the hepatitis D virus (HDV). Hepatitis D only occurs in people who are also infected with the hepatitis B virus. Hepatitis D is spread when blood or other body fluids from a person infected with the virus enters the body of someone who is not infected.
5. Hepatitis E is a liver infection caused by the hepatitis E virus (HEV). HEV is found in the stool of an infected person. It is spread when someone unknowingly ingests the virus – even in microscopic amounts.

**QUESTION:** From Hajiya Zainab in Gombe State

Dear Dr. Metete, I have a problem that requires urgent attention. I was working before I got married, immediately after the marriage. My husband is insisting that I can no longer return to my place of work anymore. I am supposed to be a housewife and he will be the one providing for me. This is seriously affecting my mental health to the extent that I can no longer think well because am not used to sitting at home without doing anything.

**ANSWER:**

Dear Zainab, you need to have an honest conversation with your husband about your feelings and how being idle affects your Mental Health. Alternatively, you may think about starting up a small business close to home, if that's not viable, relate with somebody that he trusts to help talk to him.

## ASK DR METETE



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