
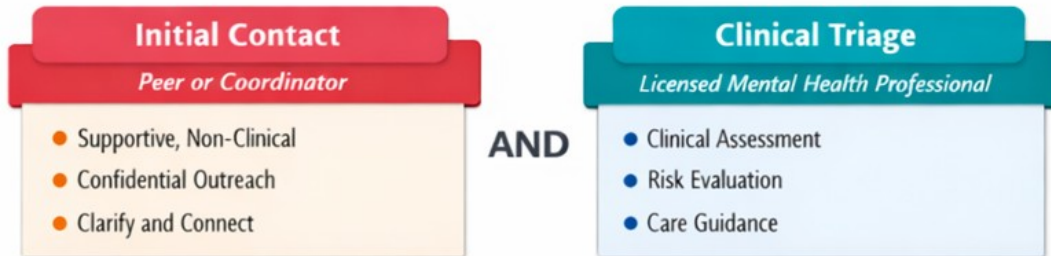


---

## Core Components of an Effective SDS Wellbeing Program


---

An effective wellbeing program provides accessible, confidential support through clearly defined roles and structures.




**Well-Known to All Members**

- Members cannot access support if they don't know it exists.
- Active outreach and clear visibility are essential.




**Easy to Access**

- Contact information and entry points must be clear and easy to find.
- Initial contact is with a Peer or Coordinator.




**No-Cost Member Benefit**

- Financial barriers deter early help-seeking.
- Initial consultation and triage should be provided at a no cost as a core membership benefit.




**Confidential and Safe**

- Fear of stigma and confidentiality concerns are the most common barriers.
- Written policies and transparent communication build trust.



**Licensed Mental Health Professional for Clinical Triage**

- Clinical triage is conducted by a licensed mental health professional.
- Ensures appropriate assessment and care.



**Sustainable & Well-Structured Program**

- Defined roles, documented workflows, and clear boundaries.
- Training and support for peers and coordinators.
- Administrative capacity to maintain consistency and prevent burnout.