



Supporting Employee Mental Health with Leave, Accommodations, and Everything in Between

A joint resource from AbsenceSoft and Modern Health on building employee mental health support that is both operationally sound and genuinely responsive to the people it serves.

In this guide, you will learn how to:

- Recognize and respond to mental health-related leave and accommodation requests
- Navigate the interactive process with confidence and consistency
- Strengthen your organization's overall approach to employee mental health
- Use technology to reduce administrative burden and improve the employee experience



The Landscape Shift

Employees are requesting leaves of absence and workplace accommodations at a rate that would have been hard to predict even a few years ago. And the reasons behind those requests have shifted. Mental health is no longer an edge case in leave and accommodations management. It's one of the most consistent drivers HR teams are navigating today.

This shift reflects something meaningful: More employees feel able to name what they're experiencing and ask for support. That willingness to ask is worth recognizing and worth meeting with a system that can actually respond.

53%

of [employers reported](#) an increase in leave requests in 2025 for the third consecutive year

56%

[reported](#) an increase in accommodation requests, with 75% of those seeing a rise of 20% or more

Mental health conditions have ranked among the top drivers of both leave and accommodation requests for several years. In [AbsenceSoft's 2025 survey](#), mental health was the second most common reason for taking a leave of absence. [By 2026](#), it remained the leading reason employees sought job accommodations, cited by 54% of HR leaders.

What this data reveals is a broader pattern: Many employees would rather adjust how they work than step away entirely. Flexible schedules, remote options, and reduced hours often allow people to stay engaged while managing their mental health. Time away remains essential in some situations, but for many, the right workplace adjustment makes a meaningful difference.

It's important to consider the wider context here, too. According to Modern Health's [most recent Workforce Mental Health Report](#), 72% of employees feel pressure to work through mental health challenges, up from 62% the year prior. Only 33% strongly believe their employer values their mental health. And 84% say burnout is actively affecting their productivity. These aren't abstract workforce trends. They're showing up in your leave and accommodation queues.

Return-to-office policies are also shaping the landscape. [AbsenceSoft's 2026 data](#) shows that 62% of employers implemented full or partial RTO mandates in the past two years. [Modern Health's research](#) found that 70% of employees report high anxiety tied to these transitions, with stress levels particularly acute among working parents and employees in the sandwich generation. For this group, workplace flexibility is not a preference; it's often the difference between staying and leaving.

Why Mental Health Requests Are Uniquely Complex

Rising request volume alone doesn't fully capture the challenge. Mental health-related cases require a particular kind of care because they don't always follow predictable patterns. Several factors make them especially demanding to manage:

- **Multiple laws may apply simultaneously.** A single request can trigger obligations under the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), and the Pregnant Workers Fairness Act (PWFA). Each of these statutes comes with distinct requirements around documentation, timelines, and process.
- **Recovery is seldom linear.** Unlike a broken bone or an appendectomy, mental health conditions often don't have a defined start and end date. An employee's needs may shift over weeks or months.
- **Intermittent leave adds complexity.** Ongoing treatment, such as therapy or psychiatry appointments, may require leave that changes week to week. FMLA compliance and intermittent leave management remain the top-cited challenges for HR teams in AbsenceSoft's annual research.

Recognizing Mental Health at Work

Effective mental health support doesn't begin at the moment someone submits a leave request. It begins much earlier, when your managers and HR team notice that someone may be struggling.

It's never HR's role to make assumptions or diagnoses. But understanding the signs of stress and burnout, and knowing how to respond, positions your team to act early. Early intervention prevents a situation from escalating to a formal leave or accommodation request, or from turning into disengagement and turnover.





From Awareness to Early Response

The 2026 workforce is under pressure from multiple directions at once. According to [Modern Health's workforce data](#), war, terrorism, and the broader political environment now rank among the top drivers of workplace stress. These stressors now outpace financial concerns.

AI-driven uncertainty is adding a new layer: 69% of employees expect AI-related layoffs at their company within three years, and 67% say AI has already increased productivity expectations. One in four say it's already affecting their mental health.

These external pressures don't stay outside the door when employees come to work. They accumulate. And when workplace conditions don't provide adequate support, they compound. Research shows that employees with poor mental health miss an average of [five times as many workdays](#) as their peers. And when 77% of employees say they've [worked through a mental health crisis](#), employees are increasingly reaching a breaking point before they feel able to ask for help.

Some warning signs that an employee may be under significant strain include:

- Increased absenteeism or a pattern of arriving late and leaving early
- Visible disengagement, such as reduced participation in meetings and withdrawal from colleagues
- Difficulty concentrating, following through on tasks, or meeting deadlines
- Uncharacteristic irritability, emotional reactions, or social withdrawal
- Expressed comments about being overwhelmed, exhausted, or unable to continue at the current pace

A Preventive Approach to Mental Health

Supporting mental health at work should not be a reactive function. Organizations that wait until employees are in crisis—or until a formal request arrives—are already operating at a disadvantage. Research consistently shows that [integrating mental health support](#) into leave programs can improve recovery outcomes, reduce leave duration, and support more successful returns to work.

A preventive approach includes several interconnected elements. Psychological safety is foundational. Employees who don't feel safe raising concerns will not speak up until they have no other option. [Modern Health's workforce data](#) found that 58% of employees feel safer discussing their mental health with a chatbot than with HR. This signals that trust gaps remain significant, and that how HR and managers respond in everyday moments shapes what employees are willing to disclose.

Manager capability is equally important. According to Modern Health's research, 89% of senior managers say being a manager is harder than ever. Astonishingly, 40% received a new mental health diagnosis in the past year, three times the rate of non-managers. Managers are expected to support their teams' mental health while also carrying significant strain themselves. Equipping them with skills, language, and clear referral pathways is essential. But so is ensuring they have access to support of their own.

Other elements of a preventive approach include:

- **Normalizing mental health conversations.** When leaders model openness and organizations communicate clearly about available resources, employees are more likely to seek help early.
- **Proactive outreach during high-stress periods.** Transitions such as return-to-office mandates, organizational change, or significant team shifts are predictable pressure points. Timing support around these moments reduces the risk of escalation.
- **Accessible, adaptive support.** Mental health needs exist on a spectrum. A robust program offers care options ranging from digital tools and peer support to coaching and clinical care, so employees can engage at whatever level fits their situation.
- **Benefit awareness.** Employees can't use support they don't know exists. Regular, normalized communication about mental health benefits is a meaningful part of prevention.

The Mental Health–Physical Health Connection

One of the most important shifts in how leading organizations think about employee well-being is the recognition that mental and physical health aren't separate systems. [Research from Modern Health](#) found that 44% of employees actively engaging with a mental health benefit were also managing at least one chronic physical condition, and that 23% were managing both elevated mental health symptoms and a chronic physical condition simultaneously.

For HR teams, this has direct implications for how leave and accommodation cases are managed. An employee on leave for a physical injury may also be experiencing significant depression or anxiety. An employee with a chronic illness may find that untreated mental health symptoms are prolonging their absence or complicating their return.

[Modern Health's research](#) shows that employees equipped with a combination of therapy, coaching, and digital tools saw a 71% improvement rate within three months and sustained those gains through twelve months, with meaningful reductions in both depression (35%) and anxiety (30%).

Building leave and accommodations programs that account for this complexity is one of the most effective ways organizations can reduce recurrence and improve return-to-work outcomes.



The Intersection of Mental Health and Employment Law

A single mental health condition can trigger protections under several employment laws simultaneously. This overlap adds complexity to HR case management and requires your team to be fluent in which statutes apply, what each requires, and how they interact. Below is a summary of the three primary laws that apply most often to mental health-related requests.

Law	General Provisions	Mental Health Applications
Americans with Disabilities Act	Requires employers to provide reasonable accommodations for workers with qualifying disabilities, absent undue hardship.	Covers mental health conditions that significantly limit a major life activity, including major depressive disorder, bipolar disorder, PTSD, and OCD.
Family and Medical Leave Act	Provides eligible employees up to 12 weeks of unpaid, job-protected leave. Leave may be taken continuously, intermittently, or on a reduced schedule.	May cover mental health conditions, including anxiety, depression, PTSD, and bipolar disorder, when they meet the FMLA's serious health condition requirements and the employee is eligible for FMLA leave.
Pregnant Workers Fairness Act	Requires reasonable accommodations for employees with pregnancy-related conditions.	Covers mental health conditions such as anxiety during pregnancy and postpartum depression.

A strong grasp of each law's provisions is foundational to compliance. But knowledge alone is not enough. As caseloads grow, your team needs the right processes and tools to apply that knowledge consistently, at scale, and without missing critical steps or deadlines.

Recognition & Response

When an employee struggling with their mental health reaches out for help, your response carries significant weight. It shapes whether they feel supported or stigmatized, whether they follow through on getting help, and whether they stay engaged with their work.

It's also legally significant. Under the ADA, an employee may trigger the organization's obligations simply by expressing that a mental health condition is affecting their work. The ADA still applies even if they don't use formal language like "accommodation request." The law doesn't require a specific phrase for an employee's comment to warrant follow-up.

45%

of employees went to their manager first when requesting an accommodation

1/3

of organizations (31%) don't provide routine manager training on the ADA

Manager Training Essentials

A manager's response when an employee discloses a mental health concern can set the tone for everything that follows. How they handle that moment determines whether the employee feels safe enough to engage with formal support or disengage entirely. When managers dismiss the concern, share information inappropriately, or take adverse action, they risk undermining the employee's psychological safety and expose the organization to legal liability.



Critically, managers do not need clinical expertise to be effective in this role. **What they need** is structure: clear skills, reliable referral pathways, and the confidence to act without overstepping. According to **Modern Health's research**, only 37% of managers feel equipped to spot burnout on their teams, despite being increasingly relied upon to play a central role in employee well-being. Training can help close that gap.



Training should cover:

- **Recognizing requests, even indirect ones.** Employees often disclose mental health concerns in casual conversation, not formal requests. Managers need to know when a comment like "I've been really struggling lately" may require a formal response.
- **Responding with empathy and without judgment.** Managers should listen actively without comparing the employee's situation to their own experiences, problem-solving prematurely, or minimizing what is being shared.
- **Understanding clear boundaries.** Managers aren't therapists and should not attempt to provide clinical support. Their role is to receive the request with care, maintain confidentiality, and route it appropriately to HR.
- **Knowing what is prohibited.** Retaliating against employees who request accommodations is illegal. So is inappropriately sharing an employee's medical information with others. Training should leave no ambiguity.

Intake Best Practices

Once an employee has requested support, a standardized intake process should follow. Consistency here protects both the employee and the organization. Key elements include:

- **A centralized, self-service intake point.** Employees should have a single, clear place to initiate a request. This entry point should be accessible from any device and include plain-language guidance at every step.
- **Clear communication.** Employees should understand what to expect, which forms are needed, and what comes next. Confusion and silence are among the most common drivers of poor leave and accommodation experiences.
- **Mobile-friendly document submission.** Allowing employees to photograph and upload documentation from their phones reduces friction at an often-difficult moment.
- **Automated notifications and reminders.** Keeping managers and employees informed and HR on track reduces the risk of cases falling through the cracks.

Conversations That Build Trust

How HR and managers communicate during the leave and accommodation process has an outsized impact on employees' experiences. The following principles support conversations that are both empathetic and effective:

Listen without redirecting

Listen actively, without interruption, and resist the urge to immediately rationalize or problem-solve. Nineteen percent of AbsenceSoft survey respondents said they had to explain their situation multiple times, which signals they weren't really heard.

Acknowledge without minimizing

Validate the employee's experience. Phrases like "you're not alone in this" land differently than "that happens to everyone." One acknowledges; the other dismisses.

Set boundaries with clarity

It's appropriate to explain your role and its limits. Acknowledging what you can and can't do creates clarity, not distance.

Follow through, not just up

A single check-in is not enough. Following up periodically, and referencing earlier conversations to show continuity, signals that the employee's situation has stayed on your radar.

A Note on Privacy

Whenever HR or a manager engages with an employee about a mental health challenge, medical information will almost certainly be part of the conversation. That information must be handled with care. Medical documentation should be stored separately from the employee's personnel file, accessible only to authorized individuals.

The U.S. Equal Employment Opportunity Commission (EEOC) is clear that HR is the appropriate holder of employee medical information. Supervisors and managers may be told about restrictions relevant to the employee's job duties, but are not required to be informed about the underlying condition. This distinction matters enormously to employees, and violations of it can damage trust and expose them to legal liability.

The Interactive Process

When an employee requests a job accommodation, the EEOC recommends using what it calls "the interactive process": a structured, collaborative conversation in which the employer and employee work together to identify and implement an appropriate accommodation.

Mental health accommodations present particular challenges. AbsenceSoft research shows that only 17% of employees requesting mental health accommodations describe the process as smooth, compared to 28% for physical health requests. The gap is meaningful. Keeping your process simple, documented, and consistently applied is the most effective way to close it.

The Six Steps

- 1** Recognize an accommodation request, including informal disclosures that may trigger ADA obligations
- 2** Gather information about the employee's functional limitations and what adjustments may help
- 3** Explore accommodation options in collaboration with the employee
- 4** Choose an accommodation that is reasonable and meets the employee's needs
- 5** Implement the accommodation in a timely manner
- 6** Monitor the accommodation over time and adjust as needed

Making the Process Work

Completing the interactive process consistently protects both the organization and the employee. Here are the practices that most determine whether the process succeeds:

- Respond promptly. A quarter of employees in AbsenceSoft's research waited more than two weeks for an accommodation decision. Unnecessary delays increase employees' distress and, under the EEOC's guidance, can constitute a violation of the ADA.
- Document everything. Every request, every conversation, and every decision should be on record. Thorough documentation protects the organization in an audit or legal challenge and ensures continuity if case managers change.
- Store medical information securely. If medical certification is required, store it in compliance with applicable privacy laws. Organize it separately from the personnel file and ensure it's accessible only to authorized individuals.
- Do not consider a case permanently closed. The interactive process doesn't end when an accommodation is implemented. It shifts into a monitoring phase. Regular check-ins ensure the accommodation is still effective and allow for adjustment as the employee's situation evolves. Return-to-work planning should be built into the process from the beginning, especially when leave has been granted as an accommodation.

When an Accommodation Is Not Feasible

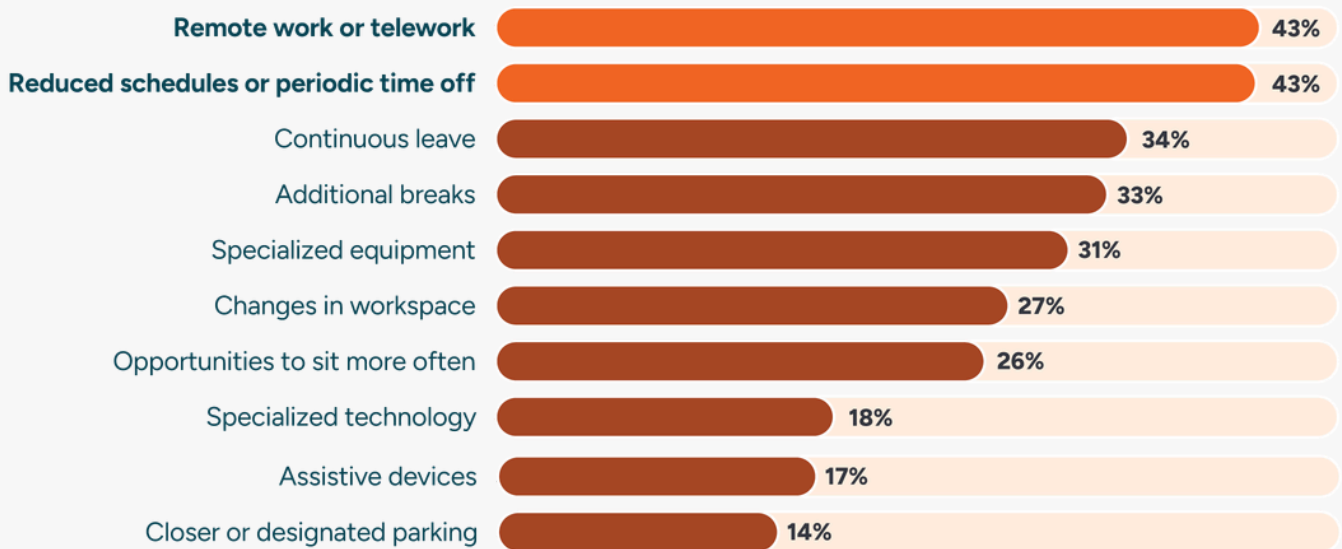
Employers are required to provide accommodations unless doing so would cause "undue hardship," meaning the accommodation would be excessively costly, disruptive, or would fundamentally alter the nature of the business. What constitutes undue hardship will vary significantly by organization and context.

When a specific accommodation can't be provided, HR should work actively with the employee to identify an alternative that meets their needs as closely as possible. Denying a request without a good-faith exploration of alternatives creates both legal risk and a poor employee experience. Importantly, employees should never be placed on leave as a default response when a reasonable accommodation is available. Leave is not a substitute for the interactive process.

Common Accommodations for Mental Health Conditions

Mental health is the leading reason employees request workplace accommodations, and the types of accommodations being requested continue to shift. According to [AbsenceSoft's 2026 data](#), employees are increasingly seeking adjustments to when and where they work, rather than physical equipment or facility changes.

What are the top three most common accommodations employees at your organization request?



Source: [AbsenceSoft 2026 State of Leave and Accommodations Report](#)

It's worth noting that return-to-office mandates are directly influencing this picture. As more employees return to the office after years of remote work, some are finding that the office environment significantly worsens their mental health symptoms, and they're requesting remote work or hybrid schedules as an accommodation under the ADA. HR teams need to engage with these requests through the formal interactive process, following EEOC guidance on remote work as an accommodation.

Accommodations in Action

The following examples, adapted from the Job Accommodation Network (JAN), illustrate what thoughtful accommodation can look like across a range of mental health conditions.

Condition	Situation	Accommodation
Depression	An employee returning from inpatient treatment for depression feels overwhelmed in transitioning back to the office and asks whether a lighter schedule might be possible.	A part-time schedule of four to six hours per day, three days a week, with two days reserved for therapy and recuperation.
Anxiety	Following a performance conversation in which her manager noted a decline in quality of work, an employee discloses anxiety related to a recently increased workload.	Organizational tools and job coaching, identified collaboratively through a conversation in which the employee was asked what accommodations might help her most during this transition period.
Panic disorder	An employee experiences panic in dark parking structures and asks for a reserved space near the building entrance.	A designated parking spot near the entrance, with a security escort arranged as a backup option.
ADHD	Due to her ADHD, an employee has significant difficulty working in a large, busy open-plan office where she also manages staff and provides customer service.	A transfer to a smaller, quieter office and provision of noise-cancelling headphones.

Think Beyond Leave and Accommodations

Leave and accommodations are essential tools, but they aren't enough. A truly supportive workplace addresses mental health continuously, not only in moments of crisis. Employees increasingly expect their employers to offer proactive, ongoing support as part of the basic employment relationship.



of employees say they need **more mental health benefits** in the workplace



of employees say a lack of mental health support makes them **less likely to stay** in their current role

For Gen Z, the expectation is even more pronounced: **60% say** they're less likely to remain in a role where mental health support is inadequate. And according to **Modern Health's research**, 85% of employees say employers should offer mental health resources for both employees and their families. Yet 61% say they lack access to or are unaware of such coverage.

The gap between what employees need and what they're receiving is not subtle. And it has consequences for productivity, retention, and the trust that makes a workplace function.





Building Comprehensive Mental Health Support

Organizations that are serious about employee mental health build support into the structure of work itself, not just into their benefits catalog. Practical approaches include:

- **Adaptive psychological support.** Employees' needs exist on a spectrum. A strong program offers multiple access points, from digital self-guided tools to coaching to clinical therapy. This allows employees to engage at the right level for their situation, without having to be in crisis to qualify.
- **Screening and routing.** Tools that help employees understand what type of support would be most useful reduce the friction between need and care.
- **Phased and hybrid return-to-work planning.** Returning unprepared or too quickly can cause setbacks and recurrence. Phased re-entry, in coordination with health care providers, helps employees sustain progress.
- **Family-inclusive benefits.** Employees don't experience work and home as separate entities. Mental health needs ripple across families. [Modern Health's research](#) found that 79% of employees say they would be more loyal to their employer if family-inclusive mental health benefits were available, and 73% would trade salary or career advancement for guaranteed access.
- **Coordination across programs.** Disability, wellness, EAP, and mental health offerings should connect seamlessly. Fragmented benefits create gaps that fall on employees to navigate at their most vulnerable moments.
- **Measurement.** Tracking both quantitative outcomes (leave duration, recurrence rates, utilization) and qualitative feedback allows you to refine your approach and demonstrate ROI to leadership.

Practical Starting Points

Not every improvement requires a platform overhaul or a multi-month initiative. The following changes can meaningfully strengthen your mental health support infrastructure and are achievable for most organizations in the near term.

- **Document job descriptions and essential functions thoroughly.** Clear, current documentation allows HR to evaluate accommodation requests more quickly and fairly, and ensures that decisions about what is and is not feasible are grounded in actual job requirements rather than assumptions.
- **Standardize your intake process.** Every request should move through the same steps, regardless of who is handling it. Standardization ensures consistency, protects against claims of disparate treatment, and creates a more predictable experience for employees.
- **Create and distribute an employee resource guide.** Employees should have a single, accessible reference for all available mental health support, including leave options, accommodations, EAPs, employee resource groups, and any other programs. Many employees are unaware of what exists.
- **Invest in manager training and make it ongoing.** A one-time training session is not sufficient. Mental health awareness, ADA obligations, the interactive process, and communication skills should be revisited regularly, especially when policies or legal requirements change.
- **Conduct periodic policy audits.** Review your leave and accommodation policies regularly to ensure they reflect current law, are being applied consistently, and are meeting the actual needs of your workforce.



Technology as a Foundation for Support

As the volume and complexity of leave and accommodation requests continue to grow, manual processes are increasingly inadequate. Spreadsheets, email chains, and calendar reminders can't keep pace with the compliance demands, communication requirements, and case management complexity of mental health cases. [AbsenceSoft's 2026 research](#) found that 43% of organizations still rely on manual processes for accommodation management, which creates significant risk.

Purpose-built leave and accommodations technology addresses this gap in several ways.

Compliance

A dedicated platform automatically determines employee eligibility under federal laws, including the ADA, FMLA, and PWFA, as well as applicable state statutes. It tracks the full, interconnected employee timeline, including intermittent leave use, accommodation updates, and return-to-work milestones. It centralizes case documentation to support audit readiness. Automated reminders reduce the risk of missed deadlines or forgotten follow-ups.

Policy	Eligible
Family Medical Leave Act	Yes
Oregon Family Leave - Pregnancy/Maternity	Yes
Oregon Paid Leave	Yes
Oregon Paid Leave - Job Protection	Yes
Oregon Family Leave	Yes
ABC Company Parental Leave	Yes

Efficiency and Consistency

Leave and accommodation software reduces HR's administrative burden while creating a more consistent employee experience. Centralizing case data, automating notifications, and providing templated checklists and communications significantly reduces the time spent on administrative tasks. [AbsenceSoft's research](#) puts that reduction at 59%. At the same time, software guides every request through the same steps, reducing the risk that outcomes vary depending on who handles a case.

ToDo Items			
Employee	ToDo	Due ↑	Status
Ben Hoffman	HR Communication	11/02	Pending
Julie Valdez	Mgr Communication	11/03	Pending
Tiffany Baker	Send Eligibility Notice	11/03	Completed
Leslie Jones	Enter Work Restrictions	11/03	Completed
Jose Martin	Return to Work	11/03	Completed

The Employee Experience

Technology directly shapes how employees experience the leave and accommodation process. Self-service portals, mobile-friendly document upload, automated status updates, and text notifications reduce friction and anxiety for employees who are already under stress. More than three-quarters of employees in AbsenceSoft's research said they prefer a mobile-friendly approach to leave management. Sixty-three percent said they would want to manage at least some parts of an accommodation request from a smartphone.

When the process is clear and responsive, employees feel supported. That matters beyond the immediate interaction:

68%

of employees felt more valued by their workplace following a positive accommodations experience

60%

said a positive accommodations experience made them more productive in their role

55%

reported feeling more motivated to return to work after a positive leave experience

Conversely, when delays, confusion, and mistakes complicate the process of getting support, the consequences are significant. Fifty-one percent of employees feel less loyal after a poor leave experience. Thirty-six percent start looking for a new job. And 66% of employees who have had a negative accommodation experience say they no longer feel valued by their workplace.

Technology doesn't replace the human dimension of leave and accommodations management. It protects it by reducing HR's administrative burden, so that your team can focus on the conversations and relationships that make people feel supported.

The Return on Supporting Mental Health

There is sometimes an assumption that strong mental health support is a cost center. The data consistently points in a different direction.

Accommodations Require Very Little Investment

According to the [Job Accommodation Network's annual employer survey](#), the majority of workplace accommodations cost nothing to implement. Of those that do involve a cost, most are one-time expenses averaging around \$300. Against that investment, the returns are substantial:

- Retaining a valued employee and the institutional knowledge they carry
- Increasing the employee's productivity and attendance
- Eliminating the costs of recruiting, hiring, and training a replacement
- Strengthening workforce diversity and inclusion
- Reducing workers' compensation and insurance costs
- Building organizational morale and a culture that attracts strong candidates

The Broader Business Case for Mental Health Investment

Beyond accommodations, investing in mental health support throughout the employee lifecycle produces measurable returns. Modern Health's study, conducted with a third-party actuarial firm, found that employers can see up to an estimated [\\$2.39 in health care savings](#) for every \$1 invested in mental health benefits. Roughly 60% of the estimated savings were attributed to employees with moderate concerns who received earlier, more adaptive support. When employees receive the right level of care before symptoms escalate, they rely less on costly interventions such as emergency visits and unplanned primary care appointments.

The cost of not investing is also significant and concrete. [Modern Health's workforce data](#) shows that working parents lose an average of 13 hours per week to distraction, absenteeism, or caregiving strain. Sandwich-generation caregivers lose 18 hours. Sixty percent of working parents report making mistakes at work due to stress or burnout. These aren't soft metrics. They represent measurable productivity loss that well-designed benefits can directly address.

[AbsenceSoft's research](#) on recruitment reinforces the retention argument: 86% of employees say they're more likely to apply to a job that clearly lists paid leave benefits, and 42% say they [wouldn't apply to a role](#) that doesn't offer paid leave at all. This shows that the way you handle mental health and leave is a competitive differentiator.

Building Support That Meets the Moment

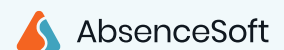
The demands on HR teams managing mental health-related leave and accommodations aren't going to decrease. Request volumes have risen for [three consecutive years](#). The reasons behind those requests are becoming more complex, spanning physical recovery, mental health, caregiving, and external uncertainty. The stakes of getting it right have never been higher, for employees and for organizations.

What this moment calls for is support that is both operationally rigorous and genuinely helpful. That means:

- Processes that are consistent, documented, and compliant, to help employees from falling through the cracks
- Managers who are prepared to receive difficult disclosures with empathy and route them appropriately
- Technology that reduces administrative burden so that HR can invest time in the human side of the work
- Mental health benefits that meet employees across the full spectrum of need, before crisis, not only during it
- A culture where seeking support is normalized, not stigmatized

Organizations that build this kind of infrastructure don't just check compliance boxes. They earn the trust of their workforce, as well as the loyalty, productivity, and resilience that trust produces.

About AbsenceSoft



AbsenceSoft is a leading provider of leave and accommodations management SaaS solutions. We deliver scalable, easy-to-use, and configurable software to easily and efficiently manage 200+ statutory policies like the FMLA, ADA, and PWFA. Our platform streamlines and intelligently automates leave and accommodations processes, ensuring compliance with federal and state regulations while elevating the employee experience.

About Modern Health



Modern Health is a comprehensive workforce mental health platform that delivers adaptive, evidence-based care across the full spectrum of need, from preventive coaching and digital tools to clinical therapy. Modern Health partners with leading employers worldwide to build mental health programs that are measurable, inclusive, and designed for today's workforce.