

€ TRAINING

Reducing Stigma and Fostering Supportive
Work Environments

13 - 17 October 2025
Trabzon (Turkey)





Reducing Stigma and Fostering Supportive Work Environments

REF: H2885 DATE: 13 - 17 October 2025 Venue: Trabzon (Turkey) - Fee: 5300 Euro

Introduction:

This training program is designed to equip participants with the knowledge and practical skills to recognize, reduce, and prevent stigma related to mental health, diversity, and other sensitive workplace issues. Fostering a supportive work environment requires understanding the causes of stigma and implementing effective policies, communication strategies, and support systems that promote inclusivity and psychological safety.

Program Objectives:

By the end of this program, participants will be able to:

- Identify the origins and impact of workplace stigma on individual and team performance.
- Understand and address stigmatizing behaviors to create an inclusive workplace.
- Develop and apply supportive communication and team management strategies.
- Design and implement initiatives that encourage employee well-being and reduce stigma.
- Promote a supportive workplace culture through practical interventions and policy recommendations.

Target Audience:

- Professionals and leaders.
- Human resources HR personnel.
- Team managers and supervisors.
- Mental health and employee wellness advocates.

Program Outlines:

Unit 1:

Understanding Workplace Stigma:

- Defining Stigma and Its Types.
- Recognizing Stigmatizing Behaviors.
- The Impact of Stigma on Employee Well-being.

- Stigma and Organizational Performance.
- Exploring Case Studies of Stigma Reduction.

Unit 2:

Building Awareness and Sensitivity:

- Cultural Sensitivity and Inclusivity in North Africa.
- Effective Communication for Inclusive Workplaces.
- Self-Assessment and Bias Awareness.
- Empathy as a Tool for Reducing Stigma.
- How to build an Awareness Campaign.

Unit 3:

Strategies for Supporting Employee Well-being:

- Recognizing Signs of Mental Health Challenges
- Providing Psychological Support and Resources
- Creating Safe Spaces for Open Dialogue
- Providing Mentorship and Peer Support Systems
- Effective HR Policies for Mental Health and Well-being

Unit 4

Reducing Stigma Through Organizational Policies:

- Understanding Anti-Discrimination Policies.
- Implementing Inclusive Recruitment Practices.
- Policy Development for Inclusivity and Psychological Safety.
- Managing Confidentiality and Privacy.
- Methods of Evaluating Policy Effectiveness.

Unit 5:

Promoting a Positive and Supportive Workplace Culture:

- Leadership's Role in Fostering Inclusivity.
- Recognizing and Celebrating Diversity.
- Employee Engagement and Well-being Initiatives.
- Techniques of Handling and Resolving Workplace Conflicts.
- Continuous Improvement and Feedback Mechanisms.