



# Mental Health Toolkit

Mental Health Information and Resources  
Classified, Confidential & Management



## Your mental well-being is important

At Santa Clarita Community College District, your health and well-being are very important. You, as an individual, matter. And the benefits flow outward: A healthy “you” can translate into a happy, healthy community, inside and outside the company – a healthy “us.”

Mental well-being is especially important, of course, because it influences everything – your physical, emotional and financial health.

Studies have shown that a huge number – three out of four employees – in companies struggle with an issue that affects their mental well-being, either from time to time or on a regular basis. Despite those numbers, nearly two-thirds of people impacted don’t receive care to protect their mental well-being! The lack of proper care puts us at higher risk for suffering from other chronic medical conditions, living a lower quality of life, and being less effective at everything we do.

Let’s turn that around. Let’s agree that asking for and seeking help is not only OK, but essential.

I invite you to get to know how our benefits programs can help you or someone you care about – whether that’s a friend, family member, or coworker – live their best life.





# Understanding mental health





# Mental health conditions

Mental health issues can take many forms, and include Attention Deficit Hyperactive Disorder, Borderline Personality Disorder, Eating Disorders, Post-traumatic Stress Disorder and other related conditions. For the purposes of this toolkit, we will be focusing on the common mental health conditions faced in the workplace. These conditions can affect your mood, thinking, and behavior. Researchers don't know exactly what brings on mental disorders. They stem from a combination of factors including your brain and environmental stress, and even your genes. You might feel stressed when multiple competing demands are placed on you. The feeling of stress also can be triggered by an event that makes you feel frustrated or nervous. When these feelings begin to interfere with your daily life, it is time to seek professional help.



## What is stress?

Whether in good times or bad, most people say that stress interferes at least moderately with their lives. Stress may weaken the part of the brain that controls coping or anxiety control. Chronic stress can affect your health, causing symptoms from headaches, high blood pressure, and chest pain to heart palpitations, skin rashes, and loss of sleep.

## What is depression?

Depression is a condition in which a person feels discouraged, sad, hopeless, unmotivated, or disinterested in life in general for more than two weeks, and the feelings interfere with daily activities. Major depression is a treatable illness that affects the way a person thinks, feels, behaves, and functions. At any point in time, 3% to 5% of people suffer from major depression; the lifetime risk is about 17 percent.

## What is anxiety?

It's a normal part of life to experience occasional anxiety. But you can experience anxiety that is persistent, seemingly uncontrollable, and overwhelming. If it's an excessive, irrational dread of everyday situations, it can be disabling. When anxiety interferes with daily activities, you may have an anxiety disorder. Anxiety disorders are real, serious medical conditions - just as real and serious as physical disorders such as heart disease or diabetes. Anxiety disorders are the most common and pervasive mental disorders in the United States.

National prevalence data indicate that nearly 40 million people in the United States (18%) experience an anxiety disorder in any given year. Only about one-third of those suffering from an anxiety disorder receive treatment, even though the disorders are highly treatable.

## Social anxiety

Social Anxiety Disorder (SAD) is marked by an intense anxiety or fear concerning social situations in which the person may be subject to negative scrutiny or criticism by others.

Try sharing your feelings with someone you feel safe with, deep belly breathing to calm the nervous system, and shifting your attention away from what is causing you anxiety and focusing on the present moment.

## Technology and social media

Social connections can also have a big impact on mental health as it helps us feel more connected with the people around us and can improve your overall well-being.

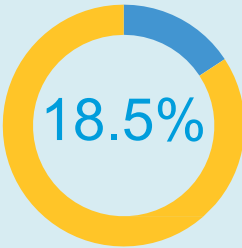
Technology is both a blessing and a curse, as it can connect us instantly to others across the country in a second. But it can also create feelings of loneliness, depression, and isolation. Try to leave the phone in your bag or leave at your desk and opt for in-person connections when you can. Go for a walk with a friend, call a friend and catch up, or make plans for something you can look forward to later in the week.



# Fast facts about mental health

Learn about mental health as an element of overall wellness. Mental health can impact anyone at any time in their lives.

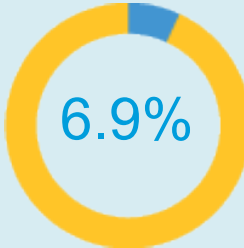
## Prevalence



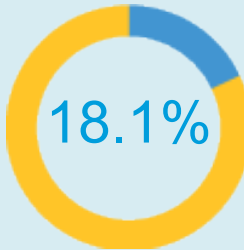
Approximately 1 in 5 adults in the U.S.—43.8 million, or 18.5%—experiences mental illness in a given year.<sup>1</sup>



Mental health conditions are the leading cause of disability across the United States.



6.9% (16 million) of American adults live with major depression.<sup>1</sup>



18.1% (42 million) of American adults live with anxiety disorders.<sup>1</sup>

## Impact

- Depression is the leading cause of disability worldwide, and is a major contributor to the global burden of disease.<sup>1</sup>
- Serious mental illness costs America \$193.2 billion in lost earnings every year.<sup>2</sup>
- Approximately 1 in 25 adults in the U.S.—9.8 million, or 4.0 percent—experiences a serious mental illness in a given year that substantially interferes with or limits one or more major life activities.<sup>4</sup>
- 90% of those who die by suicide have an underlying mental illness. Suicide is the 10th leading cause of death in the U.S.<sup>2</sup>

## Treatment

- Nearly 60% of adults with a mental illness didn't receive mental health services in the previous year.<sup>3</sup>
- Nearly 50% of youth aged 8 to 15 didn't receive mental health services in the previous year.<sup>1</sup>
- African Americans & Hispanic Americans used mental health services at about 1/2 the rate of Caucasians in the past year, and Asian Americans at about 1/3 the rate.<sup>1</sup>

<sup>1</sup> Statistics provided by the National Institute of Mental Health. [www.nimh.nih.gov](http://www.nimh.nih.gov)

<sup>2</sup> American Journal of Psychiatry and U.S. Surgeon General's Report, 1999.

<sup>3</sup> Substance Abuse and Mental Health Services Administration

<sup>4</sup> National Alliance on Mental Illness. [www.nami.org](http://www.nami.org)



# Support





# How to get or give support

## Recognize the signs

Are you or someone you know going through a hard time? Is someone you know feeling distressed? Everybody experiences mental health issues in different ways.

Some common signs of distress include:

- Not acting like they normally do
- Loss of interest in the things they usually enjoy
- Talking about feelings of hopelessness
- Being more reckless
- Isolating themselves

## Bring it up with your doctor

Are you experiencing signs and symptoms that occur for more than 2 weeks or occur on a daily basis, it may be advised to discuss with your healthcare provider. They will be able to direct you to the appropriate mental health care.



### Take Action!

Share your thoughts:

At your next annual physical, talk to your doctor about your mental health too.

## Conversation starters

Don't know what to say to a friend in need? Sometimes mental health discussions can feel uncomfortable. Try one of these opening lines to get the conversation rolling:

- "I've noticed you've been down lately. What's going on?"
- "Hey, we haven't talked in a while. How are you?"
- "I'm here for you, if you need anything."
- "Seems like you haven't been yourself lately; what's up?"

No need to be an expert. Just reach out and show that you care. It's hard to know exactly what to say to someone who is struggling with depression, anxiety, or other mental health issues.

- Ask them whether they have seen a doctor
- Listen up. Let them take the lead
- Avoid offering advice or trying to fix problems
- Let them know it's okay to feel the way they do
- Encourage them to talk to an expert
- What to do next? Keep checking in! It is one of the best ways to help someone who is struggling with mental health. If you want to help, there are plenty of ways you can be there for them.

## How to get support on your mental health

Santa Clarita Community College District supports a culture of wellness where we invest in our employees' well-being. It is not taboo for you to open up about your mental health. Know that you have permission to take care of your mental fitness and have the important resources listed throughout this toolkit available to you whenever you need them.



# Counseling and EAP services

Counseling/psychotherapy is a talk-based process focused on helping you heal and learn constructive ways to deal with the problems or issues within your life.

The benefits of counseling/psychotherapy include effectively treating emotional problems, reducing anxiety, increasing focus, improving self-awareness and efficacy, and promoting better mental health overall. Some people like to seek counseling in a one-on-one atmosphere. It seems less intimidating, and some people just don't like to talk about their personal problems in front of other people. That is perfectly fine. Many practitioners have private practices for that exact reason, so they can counsel people individually in a more intimate setting rather than in a larger room with many people.

There are other people who actually prefer the group counseling atmosphere because they like the input that others can give them. Hearing someone else's point of view and seeing someone else's perspective on any issue is another way people find help in dealing with their problems. Group counseling can vary in size from just a few people to a larger sized group.

You can access psychotherapy through your Santa Clarita Community College District benefits in one of two ways:

- 1

Through your medical plan (Anthem Blue Cross Priority Select HMO, Anthem Blue Cross 90-A Classic PPO, Anthem Blue Cross 90-C classic PPO, Kaiser \$200V HMO, Kaiser \$30 OV HMO). You'll see a list of what each plan covers in-network for behavioral health benefits on page 11. A link to view the plan summaries is located on page 14.
- 2

Through the employee assistance program (EAP) offered through your EAP, you have access to free therapy and counseling for behavioral and mental health issues.

**If you use your medical plan to pay for counseling/psychotherapy:**  
Depending on your plan, you will pay specific copay or coinsurance amounts. For additional details regarding cost, refer to page 11.

- If you use the EAP through Employee Connect:**  
You will pay nothing for your first five sessions per issue per year. Depending on the case, five psychotherapy sessions may be sufficient for treating an issue, which makes [EmployeeConnect](#) the most cost-effective choice.
- If you need additional sessions for the same issue,** EmployeeConnect will assist you in finding qualified providers who are in your medical plan network, so that you can coordinate the cost with your medical plan starting with session eleven.
  - If you are dealing with multiple issues,** you can use EmployeeConnect for up to 5 free sessions (in-person or virtual visits) per issue. Meaning, if you are having marriage issues and career issues, then you could use up to 5 sessions for each issue at no cost to you.



**Take Action!**  
Call or visit your EAP: EmployeeConnect  
  
**888-628-4824**  
**Username: LFGsupport**  
**Password: LFGsupport1**  
  
or [GuidanceResources.com](#)







## Common roadblocks to starting counseling/psychotherapy

**“It’s inconvenient. I don’t want to take time out of my busy day to go to a therapist’s office.”**

Through your EAP, you have the option of doing virtual counseling sessions from anywhere using your mobile device. You can schedule a time that works for you – including evening and weekend appointments.

**“It’s expensive.”**

Through your EAP, you have 5 sessions per issue. This is a better deal than using your medical insurance from the onset to cover the cost of therapy. In addition, by taking part in psychotherapy, it may save you additional money that you might otherwise spend on a long-term prescription for anti-depressants.

**“I don’t want a long-term commitment to do therapy.”**

Depending on the case, 10 or fewer sessions may be sufficient for treating your issue.

**“It will be too painful.”**

True, therapy can be hard work. With therapy, you might experience some initial mental discomfort in the beginning, but the payoff in the end can be long-lasting and more effective than medication alone. Through therapy you will learn skills and techniques to re-frame your thinking and extinguish your irrational thoughts to help prevent you from relapsing into future depressive episodes. The benefit of therapy is that it helps address the underlying issue that’s causing the depression, which may eliminate the need for a long-term course of medication.





## Carrier/Plan resources





# Get to know your Anthem Blue Cross and Kaiser Permanente Plans

Managing your condition can get overwhelming at times. At Santa Clarita Community College District, it’s our goal to create strategies and offer health plans that provide the support and resources you need to get the best treatment and care. Here are some helpful highlights from your Anthem Blue Cross or Kaiser Permanente coverage.

## In-network mental & behavioral health services

Classified/ Confidential	In-Network Mental Health Services	
	Outpatient	Inpatient
Anthem Blue Cross Priority Select HMO	Office visit: \$20 Facility: \$0	\$250 / visit
Kaiser \$20 OV HMO	\$20 / visit	\$0
Anthem Blue Cross 90-A Classic PPO Deductible: Ind \$100/Fam \$300	\$20/visit	10% <sup>1</sup>
Management	Outpatient	Inpatient
Anthem Blue Cross Priority Select HMO	Office visit: \$20 Facility: \$0	\$250 / visit
Kaiser \$30 OV HMO	\$30 / visit	\$0
Anthem Blue Cross 90-C Classic PPO Deductible: Ind \$200/Fam \$500	\$20/visit	10% <sup>1</sup>

<sup>1</sup>After deductible

## How do you find mental health care?

Did you know that you don’t need a referral for mental health services? But your personal doctor is your biggest total health advocate. If you’re struggling, they can connect you with support and help you access care.



Click [HERE](#) to find an Anthem PPO Provider near you

### Anthem Members 24/7 NurseLine

Call 24/7 NurseLine and speak with a registered nurse anytime you have a health related-question. Experienced nurses can help you figure out how to care for yourself and evaluate treatment options at no extra charge. All calls are confidential.

NurseLine 24/7: 800.700.9184

### MDLive 24/7

Access virtual visits with psychiatrists and therapists for members aged 10 and up. Virtual urgent care services available to all members. Physicians can prescribe medication when appropriate.

MDLive 24/7: 888.632-2738  
[mdlive.com/sisc](https://mdlive.com/sisc)



Click [HERE](#) to find a Kaiser Permanente Provider near you

### Kaiser Members 24/7 Care Advice

Get medical advice and care guidance in the moment from a Kaiser Permanente provider at 833.574.2273

### Calm App

The Calm app uses meditation and mindfulness to help lower stress, reduce anxiety and improve sleep quality. Adult members can get Calm at:

[kp.org/selfcareapps](https://kp.org/selfcareapps)

Use Your HSA or FSA to pay for your mental health care

To help offset the cost of care, you can use funds in your HSA or FSA to pay for eligible mental health expenses.



# Additional programs and resources

## 24/7 Help with Personal Concerns

### SISC Employee Assistance Program

Access free, confidential resources for help with emotional, marital, financial, addiction, legal, or stress issues



#### Take Action!

All Employees

Call: 800.999-7222

Visit: [anthemEAP.com](https://anthemEAP.com) and enter SISC

## Online Counseling and Therapy

### Talkspace

Digital platform that supports behavioral health and emotional wellness needs from a secure, HIPAA-compliant app. Up to 6 counseling sessions per situation.



#### Take Action!

All Employees

Call: 800.999-7222

Visit: [talkspace.com/associatecare](https://talkspace.com/associatecare) and enter SISC as your organization name

## Expert Medical Opinions

### Teladoc Medical Experts

Get answers to health care questions and second opinions from world-leading experts.



#### Take Action!

Anthem and Kaiser members

Call: 800-835-2362

Visit: [teladoc.com/SISC](https://teladoc.com/SISC)

## EAP Vendor

**Free confidential counseling:** Eligible employees and their family members (spouse/domestic partner, dependents, parents and parents in law) are eligible for up to **5 free in-person or video counseling and unlimited telephonic visits per issue** with a licensed professional counselor for a full range of issues such as:

- Marriage, family, and relationship issues
- Emotional, personal, and stress-related issues
- Substance abuse
- Child and elder care resources
- Adoption resources
- Financial, legal, and credit assistance

**Emotional Health Self Assessments:** Are you concerned about depression, anxiety, or other mental health issues? These assessments combine your family history with information about your daily life to help predict your risk for certain conditions. The more you know, the better you can help prepare yourself.



#### Take Action!

EmployeeConnect login information:

Call or visit Lincoln Financial Group  
EmployeeConnect:

888-628-4824 or

[GuidanceResources.com](https://GuidanceResources.com)

Username: LFGsupport

Password: LFGsupport1



## Fitness Programs

### Anthem Members

#### Personal Health Coaching with VIDA HEALTH!

Get one-on-one health coaching, therapy, chronic condition management, health trackers and other tolls and resources online and via phone.

Call: 855.442.5885

Visit: [vida.com/sisc](https://vida.com/sisc)

#### Physical Therapy for Back or Joint Pain with HINGE HEALTH!

Get access to free wearable sensors and monitoring devices, unlimited one-on-one coaching and personalized exercise therapy.

Call: 855-902-2777

Visit: [hingehealth.com/sisc](https://hingehealth.com/sisc)

### Kaiser Members

**Make positive changes and support your overall well-being with myStrength!**

The myStrength app can help you set you goals and work towards them in ways that work for you. Choose the mental health and wellness areas you want to focus on.

Visit: [kp.org/selfcareapps](https://kp.org/selfcareapps)

#### Personal Wellness Coaching

Get help reaching your health goals. Work one-on-one with a wellness coach by phone at no cost!

Visit: [kp.org/wellnesscoach](https://kp.org/wellnesscoach)





# Important documents and contacts





# Documents and other helpful information

Click on the buttons below to view helpful documents and additional mental health resources.

## Santa Clarita Community College District Benefits

2024-2025  
Classified,  
Confidential &  
Management  
Benefits

## Medical Plan Summaries

Benefit Bridge

## Other Resources

- [Tips to help a friend, from seizetheawkward.org](#)
- [Suicide Prevention Lifeline Live Chat](#)
- [Depression and Bipolar Support Alliance](#)
- [Depression Resources from Kaiser](#)





# Contacts

PLAN	PHONE	WEBSITE	MOBILE APP
<b>HEALTH</b>			
Anthem Blue Cross <ul style="list-style-type: none"> <li>PPO</li> <li>HMO</li> </ul>	See ID Card 800.825.5541	<a href="https://anthem.com/ca/sisc">anthem.com/ca/sisc</a>	
24/7 Physicians Line – MD Live (Anthem Members only)	888.632.2738	<a href="https://mdlive.com/sisc">mdlive.com/sisc</a>	
Pharmacy (Anthem members only) <ul style="list-style-type: none"> <li>Navitus</li> <li>Costco mail Order</li> </ul>	866.333.2757 800.607.6869	<a href="https://navitus.com">navitus.com</a> <a href="https://pharmacy.costco.com">pharmacy.costco.com</a>	 
Kaiser Permanente HMO	800.464.4000	<a href="https://kp.org">kp.org</a>	
Teladoc – Expert Opinion Program (Anthem and Kaiser members)	855.380.7828	<a href="https://teladoc.com/sisc">teladoc.com/sisc</a>	
Employee Assistance Program (EAP) EmployeeConnect from Lincoln Financial Group (All Employees)	888.628.4824	<a href="https://anthemeap.com">anthemeap.com</a>	
Employee Assistance Program (EAP) Anthem EAP - SISC (All SISC Employees)	800.999.7222	<a href="https://GuidanceResources.com">GuidanceResources.com</a> Username: LFGsupport Password: LFGsupport1	
Dental PPO – Delta Dental	866.499.3001	<a href="https://deltadentalins.com">deltadentalins.com</a>	
Dental HMO – United Concordia	866.357.3304	<a href="https://unitedconcordia.com">unitedconcordia.com</a>	
Vision Service Plan (VSP)	800.877.7195	<a href="https://vsp.com">vsp.com</a>	VSP Vision Care on the Go 



Contacts

PLAN	PHONE	WEBSITE	MOBILE APP
LIFE/AD&D AND DISABILITY			
Life and AD&D – Lincoln Financial Group	800.423.2765	<a href="http://lfg.com">lfg.com</a>	
VOLUNTARY PLANS AND DISCOUNTS			
Lincoln Financial Group – Voluntary Life and AD&D	800.423.2765	<a href="http://lfg.com">lfg.com</a>	
Lincoln Financial Group – Voluntary Long-Term Disability		<a href="http://lfg.com">lfg.com</a>	
American Fidelity – Voluntary Benefits <ul style="list-style-type: none"><li>• Accident</li><li>• Critical Illness</li><li>• Disability Income</li><li>• Cancer Insurance</li><li>• Flexible Spending Account (Health and Dependent Care)</li><li>• 403(b) Retirement Plan: American Fidelity</li></ul>	800.365.9180 951.600.0122	<a href="http://americanfidelity.com">americanfidelity.com</a>	
OTHER BENEFITS			
403(b) Retirement Plans: Envoy Plan Services & CalPERS 457	Envoy: 800.248.8858 CalPERS 457: 888.8244	<a href="http://envoyplanservices.com">envoyplanservices.com</a> <a href="http://calpers457.com">calpers457.com</a>	
Retirement Accounts - CalPERS & CalSTRS	CalPERS - 888.225.7377 CalSTRS - 800.228.5453	<a href="http://calpers.ca.gov">calpers.ca.gov</a> <a href="http://calstrs.com">calstrs.com</a>	
Alliant Medicare Solutions	888.835.2588	<a href="http://alliantmedicareolutions.com">alliantmedicareolutions.com</a>	





# Thank you...

Thank you for taking the  
time to learn more about  
your mental health  
offerings through  
Santa Clarita  
Community College  
District.

