



SAFETY AND SERVICE THROUGH PEOPLE



Do you or a loved one struggle with:
Depression,
Anxiety,
Burnout,
Bi-Polar Disorder,
Autism Spectrum Disorder,
or any other mental health challenge?

Light the Way is NAV CANADA's mental health peer support program.

Those who look to Light the Way for help are tapping into the support and understanding of people who have experienced a similar mental health challenge – either personally or through a loved one. These Peer Supporters are now in a positive state of recovery or readiness and have volunteered to share their experience in order to help others facing a similar challenge. This "lived experience" provides common ground for a dialogue, as does being employees of NAV CANADA.

What is mental health peer support?

Mental health peer support is grounded in hopeful recovery and self-determination. The focus is on health and ability rather than illness and disability.

Mental health peer support is valued for its authenticity because the Peer Supporter has lived through a similar experience and has found his or her way to recovery.

Peer relationships are confidential and are built around mutual understanding and trust. They avoid the power differential that can be found in a doctor-patient relationship.

Peer support is not therapy or a replacement for treatment, but can help you to find your way toward the right recovery process for you.

LIGHT the WAY
Peer support for healthy minds

A NAV CANADA Wellness Program for employees struggling with a personal or family mental health challenge.

What is a Peer Supporter?

Peer Supporters use their lived experience with mental health to inspire hope in and empower colleagues facing a similar challenge.

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A Peer Supporter will:

- build a relationship with a colleague, based on confidentiality, trust, respect, genuineness and empathy;
• help a colleague to explore and understand their options in terms of treatments and/or support systems;
• explore existing resources and empower colleagues to access appropriate services or community organizations;
• support colleagues as they work through complex issues and difficult times; and
• help to identify strengths and desires, and empower the colleague to find their path to recovery.

The Light the Way program provides all Peer Supporters with initial training and on-going skill development.

It is important to remember that peer support is not a replacement for clinical or medical support.

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How is the Light the Way program organized?

There are multiple Peer Supporters in each Flight Information Region, as well as the National Capital Region and Cornwall. Each of these regions has an Area Coordinator and two Management Coordinators. The Director, Human Resources and Employee Relations, is the National Program Director.

How do I access a Peer Supporter?

Go to www.nav.healthyreturns.ca or the HR community on the portal for a list of Peer Supporters. You may then contact a Peer Supporter directly, go through an Area Coordinator, the National Program Director, the NAVCOH, your manager or the union.

Is confidentiality assured?

Confidentiality is a core component of this program. No one within or external to NAV CANADA is privileged to know your name or discussions, within legal limitations, or unless it is a matter of personal safety.

What is the difference between a Peer Support Program and an Employee Assistance Program?

Peer Support and Employee Assistance programs complement one another by providing different support services.

Peer Support

Peers have a similar, lived experience
Informal conversations, as needed
No predetermined number of interactions
Is therapeutic, but not therapy
Based on hope with recovery as the goal

EAP

Psychologist provides professional support
Clinical setting, once a week
Determined number of sessions
Is professional therapy
One aspect of the recovery process

Contacts

Director, Human Resources and Employee Relations
Office: (613) 563-7270
Cell: (613) 294-0095

Employee Wellness Specialist
Office: (613) 563-3957
Cell: (613) 222-0211

NAVCOHs – NAV CANADA Occupational Health Consultants
Vancouver FIR
(604) 598-4872 or (604) 916-0797

Edmonton FIR
(780) 890-8359 or (780) 446-8528

Winnipeg FIR
(204) 983-8564 or (204) 791-5613

Toronto FIR
(905) 676-3152 or (416) 931-9974

Montreal FIR
(514) 633-3395 or (514) 247-0705

National Capital Region and Cornwall
(613) 563-3957 or (613) 222-0211

Moncton FIR
(506) 867-7168 or (506) 866-2811

Gander FIR
(709) 651-5204 or (709) 424-4097

A Peer Supporter could make a difference in your life.

To connect with a Peer Supporter or access online resources, go to:
www.nav.healthyreturns.ca
or the HR community on the portal.

For questions, e-mail:
livewell@navcanada.ca

Or to contact confidential professional counselling:
Shepell:fgi 1(800) 387-4765