Davenport Bros.
CONSTRUCTION COMPANY, INC.
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MENTAL HEALTH & EMPLOYEE WELL-BEING POLICY

Davenport Brothers Construction Company, Inc.

Policy No.	HR-SAF-001	**Effective Date**	__Updated 7-23-2026_____
Applies To	All Employees	**Approved By**	Management
Company	Davenport Brothers Construction Company, Inc.	**Location**	Belleville, MI
Review Cycle	Annual or as needed	**Revision**	Initial Issue

Davenport Brothers recognizes that mental health is an essential part of workplace safety, employee well-being, productivity, and maintaining a respectful construction work environment.

1. Purpose

Davenport Brothers Construction Company, Inc. recognizes that mental health is an essential component of workplace safety, productivity, and employee well-being. The purpose of this policy is to promote a supportive work environment, reduce stigma, encourage employees to seek assistance when needed, and support employees experiencing stress, anxiety, depression, substance abuse concerns, personal crises, or other mental health challenges.

2. Policy Statement

Davenport Brothers is committed to providing a workplace where employees are treated with dignity and respect and where mental health concerns are addressed in a professional, confidential, and supportive manner. No employee will be discriminated against, harassed, disciplined, or retaliated against for seeking mental health assistance, reporting concerns, or participating in wellness programs.

3. Company Responsibilities

The company shall foster a culture of respect and support, provide supervisors with awareness training when practical, encourage open communication, address reports of workplace bullying or harassment, support employees seeking professional assistance, and maintain confidentiality regarding employee health information to the extent permitted by law.

4. Supervisor and Manager Responsibilities

Supervisors shall promote a respectful work environment, watch for signs that employees may be struggling, address safety concerns related to fatigue, stress, distraction, or impairment, refer employees to available resources when appropriate, and maintain confidentiality regarding employee concerns.

5. Employee Responsibilities

Employees are encouraged to take responsibility for their overall well-being, seek assistance when experiencing personal or workplace difficulties, treat coworkers with respect and professionalism, support fellow employees when concerns are observed, and report workplace conditions contributing to excessive stress or mental health concerns.

6. Mental Health Awareness

Mental health concerns may include anxiety, depression, excessive workplace stress, burnout, substance abuse concerns, grief or loss, family-related issues, financial stress, post-traumatic stress, or other personal challenges impacting work performance. Employees are encouraged to seek assistance before concerns impact safety or job performance.

7. Workplace Stress Management

Davenport Brothers will strive to identify and manage workplace stressors including excessive workloads, unrealistic deadlines, poor communication, workplace conflict, unsafe or highly stressful working conditions, and extended work hours resulting in fatigue. Employees are encouraged to communicate concerns to management so practical solutions can be explored.

8. Substance Abuse and Mental Health

Mental health and substance abuse concerns may be related. Employees experiencing alcohol or drug dependency issues are encouraged to seek assistance before workplace safety is affected. This policy does not replace any Davenport Brothers Drug-Free Workplace Policy and does not excuse violations of company substance abuse requirements.

9. Suicide Prevention and Crisis Support

Employees who observe warning signs or believe another employee may be in immediate danger should contact emergency services if there is imminent danger, notify a supervisor immediately, stay with the individual when safe and appropriate, and seek professional assistance. Emergency resources include 911 and the 988 Suicide & Crisis Lifeline.

10. Harassment, Bullying, and Respectful Workplace Expectations

Davenport Brothers maintains zero tolerance for workplace bullying, harassment, threats, intimidation, retaliation, or violence. Employees should report concerns to management immediately.

11. Fatigue and Fitness for Duty

Employees must report to work fit for duty. Supervisors may remove employees from safety-sensitive work if fatigue, emotional distress, distraction, impairment, or other conditions create a safety risk. Safety-sensitive activities may include crane operations, MEWP/manlift operation, heavy equipment operation, driving, rigging, work at heights, and electrical work.

12. Training and Toolbox Talks

Mental health awareness may periodically be incorporated into new employee orientation, weekly toolbox talks, safety meetings, and supervisor development programs. Topics may include stress management, suicide awareness, substance abuse prevention, fatigue management, and mental wellness resources.

13. Confidentiality

All mental health discussions and information shall be handled confidentially to the maximum extent permitted by law. Only individuals with a legitimate business need to know will have access to employee-related information.

14. Policy Review

This policy may be reviewed annually or as needed to reflect company practices, project requirements, employee needs, and applicable legal or safety requirements.

Employee Acknowledgment

Employee Name	_____	**Signature**	_____
Date	_____	**Supervisor**	_____
Supervisor Signature	_____	**Date**	_____
Emergency Reminder	Call 911 for emergencies; dial 988 for mental health crisis support.		