Appendix D
Leadership Commitment Statement

Purpose

This statement affirms the agency's commitment to supporting the mental health and wellness of its members as an essential component of operational readiness and professional responsibility.

Leadership Commitment

As leaders of this agency, we recognize that EMS professionals are routinely exposed to high stress and traumatic events. We acknowledge that mental health and wellness are essential to performance, safety, and long-term workforce sustainability.

We are committed to:

- Supporting a structured Peer Support Program
- Upholding confidentiality standards
- Encouraging early help-seeking without stigma
- Participating in wellness and resilience training
- Providing consistent follow-up after high impact events
- Reviewing and strengthening wellness efforts annually
- Respecting the confidentiality of peer support and wellness services within established limits, recognizing that trust is essential to the success of these efforts

We affirm that seeking support is a sign of professionalism and strength. Members who access peer support or other wellness resources will not face retaliation or negative employment consequences for voluntary participation.

Leadership will model healthy communication, promote psychological safety, and reinforce that mental health is part of overall health.

Signed,

Chief / Director: _____ Wellness Lead / Resilience Officer: _____

Signature: _____ Signature: _____

Date: _____ Date: _____

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