



# BenefitsBRIEFING

## Get Care for Every Aspect of Your Well-Being

### It's Time to Focus on Your Mental Health!

May was Mental Health Awareness Month, and you may have delayed prioritizing your mental health due to the demands of wrapping up another academic year.

Mental health care is everyday care! Checking in regularly on your emotional well-being is just as important as getting your annual checkup or vaccinations. Managing your thoughts, feelings, and behaviors every day can lead to a happier and healthier lifestyle for you and your loved ones.

Smith College has resources for you to manage all aspects of your mental health – whether you're focused on stress, anxiety, depression, mental exhaustion, mood swings, substance abuse, or something else.



**Learn to Live:** Learn to Live is a digital support program for all benefit-eligible Smith College employees and family members (age 13+). It offers free, confidential tools and coaching to help navigate stress, depression, social anxiety, insomnia, panic, substance use, and staying resilient through life's ups and downs.

Start your Learn to Live journey by visiting [learntolive.com/partners](https://learntolive.com/partners) (enter code: SMITHL2L) or downloading their app from the [App Store](#) or [Google Play](#).



**Employee Assistance Program through ComPsych:** Our Employee Assistance Program (EAP), administered by ComPsych, allows benefit-eligible employees and family members access to free and confidential consultation services for a variety of issues. Some issues the EAP can help with include grief, anxiety, communication problems, substance abuse, domestic violence, marital/family concerns, depression, and workplace conflicts or performance struggles. Through ComPsych, **Smith College offers 12 free, confidential sessions per issue per year for each person in your household.**

In addition, the EAP can offer general advice and referrals for legal or financial issues that you may be experiencing, and provides a library of online resources to help you address many types of life events.

Contact ComPsych 24-hours a day—even on weekends and holidays—by phone at 855-784-2056 or online by clicking [here](#) and using the Web ID: **SmithEAP**.

## SMITH SUGGESTION



Stress and mental exhaustion are extremely common among U.S. working adults. In fact:

- Nearly half of all U.S. adults say stress has negatively affected their behavior.
- About 48% of Americans report experiencing mental exhaustion or burnout.

While juggling our jobs, family, relationships, money, and personal time, it's normal to feel burnt out. Finding just a few minutes each day to focus on our mental health can make a world of difference!

**Prioritize your self-care and get help when you need it—not just in times of crisis, but in your everyday life!**

*Source: American Psychological Association*



### Emotional & Social Well-Being Benefits:

If you're enrolled in a Smith College medical plan, take advantage of some enhanced emotional and social well-being resources through Blue Cross Blue Shield (BCBS). We've partnered with BCBS to expand the network of mental health providers and services to meet the needs of our employees and their families.

For more information, visit the [Social & Emotional Well-Being section of the Benefits website](#) or call 800-444-2426 to reach the BCBS Mental Health Support Line.

### New! No-Cost Coverage for Annual Mental Health Wellness Exams

We've made it even easier for you and your loved ones to check in on your mental health. **New in 2024**, employees and dependents enrolled in a Smith College medical plan may be eligible to receive an annual mental health wellness exam through BCBS. This exam may be conducted as part of your annual preventive care visit with your primary care provider (PCP), or as a standalone visit with a PCP or licensed mental health professional. Click [here](#) for more information.

## Let's Get Our Mind and Body Fit!

Our physical health and mental health go hand in hand. Don't forget Smith's BCBS plans offer two reimbursement programs to help enrolled employees and their dependents maintain or improve their physical and mental health:



**Fitness and Weight-Loss Reimbursements:** Receive up to a **\$150 reimbursement** each year when you participate in a qualified fitness program or purchase qualified home fitness equipment (e.g., stationary bike, weights, treadmill, etc.). Additionally, participate in a qualified weight-loss program and receive up to an additional **\$150 reimbursement** annually. That's up to **\$300 total!** Click [here](#) for more information.



**Mind & Body Benefit:** Receive a reimbursement of up to **\$100 each year** when you visit a network provider and participate in qualified alternative medicine programs—like massage therapy, acupuncture, hypnosis, meditation therapy, and tai chi—that help your mind and body. Click [here](#) for more information.



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### Focus on Your Financial Fitness!

Managing your finances is not an easy task, especially when you are dealing with medical expenses, childcare costs, student loans, and more. Financial stress can also cause and physical health issues. Take advantage of all the financial resources Smith offers — including your retirement plan with an employer contribution, tuition assistance programs, the dependent care subsidy, and more. Learn more by visiting the [Financial Well-Being Benefits page](#).

### DID YOU KNOW?



Voya Financial certified financial planner, Matt O’Brien, offers virtual appointments for **individual retirement planning and financial advising**.

Click [here](#) to schedule a **virtual appointment** at your earliest convenience!

## Get the Right Care at the Right Time for You

### Happy *Belated* National Women’s Health Month!

May was also National Women’s Health Month, the perfect reminder for the women among us—and the women in your life—to focus on their health.

**Get FREE annual preventive screenings** for a variety of illnesses or diseases commonly found in women. Early detection and treatment for breast and cervical cancer, cardiovascular disease, and more not only improve outcomes and survival rates, but also reduce the cost and complexity of care. It’s important to know the recommended timing and frequency of screenings you should consider. Ask your doctor which screenings may be right for you.

AGE	SCREENING	RECOMMENDED FREQUENCY
18-19	Cervical Cancer Screening	Beginning at age 18, every 3 years
	Well-Woman Preventive Visit	Beginning at age 18, annually but may vary based on health risks
40-49	Breast Cancer Screening	Beginning at age 40, every 1-2 years
	Cervical Cancer Screening	For women with a cervix, every 3 years
	Colorectal Cancer Screening	Beginning at age 45, every 1-10 years; depending on type of screening
	Well-Woman Preventive Visit	Yearly, but may vary based on health risks
50+	Breast Cancer Screening	Every 1-2 years
	Cervical Cancer Screening	Every 3-5 years; depending on health risks
	Colorectal Cancer Screening	Every 1-10 years; depending on type of screening
	Lung Cancer Screening	Yearly, for women with a current 20-year history of smoking, or a former smoker who has quit in the last 15 years
	Well-Woman Preventive Visit	Yearly, but screenings vary based on health risks

## Celebrate National Men’s Health Month in June by *Taking Charge of Your Health!*

**June is National Men’s Health Month!** Men can also receive FREE annual preventive screenings for a variety of common illnesses or diseases. Early detection through screenings for lung, colon, and prostate cancer; cardiovascular disease; and more can save your life.

Getting your annual physical is another easy and important way to keep up with your health and check in on any potential health concerns, such as blood pressure, cholesterol, diabetes, and more. Here are some screenings that may be right for you—be sure to ask your doctor during your next visit.



AGE	SCREENING	RECOMMENDED FREQUENCY
20-45	Annual Physical—Including Mental Health Screenings	Yearly, but screenings may vary based on health risks
	Testicular Cancer Self-Exam	Monthly, starting at puberty
	Colorectal Cancer Screening	Beginning at age 45, every 1-10 years; depending on type of screening
46-60	Annual Physical—Including Mental Health Screenings	Yearly, but screenings may vary based on health risks
	Testicular Cancer Self-Exam	Monthly
	Prostate Cancer Screening	Beginning at age 50, every 2-3 years
	Colorectal Cancer Screening	Every 1-10 years; depending on type of screening
	Watch for symptoms of erectile dysfunction, as they may indicate a larger health issue.	
60+	Annual Physical—Including Mental Health Screenings	Yearly, but screenings may vary based on health risks
	Prostate Cancer Screening	Every 2-3 years
	Colorectal Cancer Screening	Every 1-10 years until age 75; depends on type of screening
	Lung Cancer Screening	Yearly, for men with a current 20-year history of smoking, or a former smoker who has quit in the last 15 years
	Watch for urinary symptoms, as they may indicate a larger health issue.	



## Recognizing our Diversity this June for Pride Month!

We believe the diversity of our workforce is an important component of Smith's success. Each faculty and staff member brings their individual background, life experience, and perspective to the table to enhance Smith College and the student experience. We strive to be an inclusive and ever-evolving community.

This Pride month, we want to make sure every Smith College employee is aware of the LGBTQIA+ resources we provide to support them and their family members.

## Reproductive Health & Gender Affirming Care

Colleagues and dependents enrolled in a Smith College medical plan have access to resources and coverage for reproductive health and gender affirming care through BCBS. This comprehensive coverage includes medically necessary procedures for gender affirmation and generous fertility preservation and infertility services.

BCBS also offers a dedicated team to help support members along their gender-affirming journey and can assist with questions or finding a provider. Click [here](#) or call Member Services at 1-888-243-4420 for more information.

Celebrate love, acceptance, and equality with your loved ones, coworkers, and friends.

## Summer is Here! *Feel the Joys of Warm Weather and the Beautiful Outdoors!*

**Don't forget to wear sunscreen** to protect your skin from sun damage. Sun damage can cause unwanted wrinkles, age spots, and premature aging of the skin. But, it can also cause more severe issues, such as increased risk of skin cancer and precancerous skin growths. Take care of your skin now and protect yourself from serious illness and costly care down the road.

## Take a Break—You Deserve it!



We encourage you to relax and disconnect from work during our annual limited operations week, which will be **July 22-26, 2024**. Taking time off to enjoy yourself and your loved ones is not only important, but necessary for your health. Limited operations week is intended to provide time for faculty and staff to relax or take a vacation and enjoy the beautiful summer weather without the stress of work, emails, meetings, and to-do lists piling up. However, you are not obligated to take time off. If you have any questions about limited operations, please speak to your manager.

## DID YOU KNOW?



**June is Great Outdoors Month, and New England is home to 23 national park sites!**

One of the best ways to take care of your physical and mental well-being is by getting active and enjoying the outdoors. The National Park Service offers **free** admission to parks on **June 19, 2024**. Whether you travel to a large park such as Acadia National Park in Maine or Cape Cod National Seashore in Massachusetts – or somewhere closer to your own backyard – get active and enjoy our beautiful country for Great Outdoors Month!

Click [here](#) to find hikes on the Appalachian Trail, national parks, and outdoor sites all over New England.