MindWell at Penn

Your Guide to Our Support Ecosystem
MindWell at Penn

A source for strength and care

Well-being is a priority at Penn. We know the importance of well-being and taking care of yourself and those you love can be amplified during times of stress and uncertainty. Everyday life, even under normal conditions, can be stressful at times. Life sometimes presents challenges that require additional support in overcoming.

Penn is committed to supporting and improving the well-being of staff and their families. In fact, there's a whole ecosystem of support and resources available to you, including those available through Penn, as well as those offered by our broader communities, including the City of Philadelphia, Pennsylvania, New Jersey, Delaware and beyond.

We are all unique with different needs and wants for support. This guide puts the resources at your fingertips so you can decide what best suits you and your situation. And, it does much more. Click on the tabs above to navigate directly to a chapter of interest or scroll through to review all that's available. You'll find interesting facts, data points, and clickable links to connect with Penn resources and other services.

TIPS FOR NAVIGATING THIS GUIDE

- Use the arrows on the right and left side of each page number above to go to the next or previous page
- To go directly to a section, click on the tabs at the top of each page
- Click on light blue website links and page references throughout the guide

NOT SURE WHERE TO START? Click here to see what the Penn Employee Assistance Program offers, including free sessions for eligible employees and immediate family members (spouse, parents, parents in law and dependents). Call Health Advocate at 1-866-799-2329 around the clock for help with your Penn benefits coverage, enrollment, Penn's Workday system, and answers to your medical and dental insurance questions. For emergency situations, call 9-1-1.
Your Support Ecosystem

At Penn, we want everyone to thrive, and we're committed to providing resources to help you do just that. MindWell at Penn is a source of strength and care for your whole self—mentally, emotionally, and physically.

Click on the light blue links below to learn more about the ways in which Penn can support you in taking care and being well.

Creating a caring, inclusive environment
- Diversity
- Inclusion, Innovation, and Impact
- Nature Rx at Penn
- Office of the Chaplain

Uniting in our commitment to a greater purpose
- Community Partnerships
- Penn Community
- Sustainability
- University Resource Offices

Supporting you and your family with emotional well-being
- Employee Assistance Program (EAP)
- Programs and Resources

Supporting you in taking care and being well physically
- Health & Pay Benefits
- Paid Time Off
- Penn Healthy You

Planning for your future
- Career Growth
- Financial Well-Being
- Saving for Retirement
- Tuition Benefits
Support for your needs

This guide is designed to help you with health and wellness and emotional well-being. Penn resources support you in a variety of situations.

Managing conflicting demands of work and home

Dealing with stress or anxiety

Coping with change

Dealing with behavioral issues

Supporting a loved one dealing with behavioral or emotional challenges

Dealing with a challenging life situation (a medical diagnosis, a change in a relationship, or suffering bereavement, for example)

Identifying the signs and symptoms when a person is struggling with emotional well-being

A SUPPORTIVE RESOURCE

- The QPR Institute is an important resource for suicide prevention. Their mission is to save lives and reduce suicidal behaviors by providing innovative, practical and proven suicide prevention training
- The National Suicide Prevention Hotline is available 24/7 at 1-800-273-8255

Remember, if you or someone you love needs immediate help, please dial 9-1-1 or visit your local emergency room.
Helping You Thrive

We’re all part of the same community, but there’s only one you. How you’re feeling about everyday stressors stemming from your personal, professional, and social lives—from current events, to social justice, to adjusting to new ways of working, managing caregiving with the demands of everyday life and your career. Your responses to these challenges and changes are expected and unique to each person. Penn is your partner in managing well, in taking care, and in helping you connect with support and solutions.

Thriving at work

Balancing the pressures of work with home and everyday life can be a challenge. Penn offers a variety of resources and programs to help you.

Options for more flexibility at the workplace

Penn offers Flexible work guidelines that can help you balance job responsibilities with your personal commitments. Visit Flexible Work for more information.

Help finding child or other care for a loved one so you can work

Visit Caring for Your Family and Self and Senior Care Solutions for a complete list of what resources are available for child and senior care.

Help with managing stress or other concerns related to work/life balance

MyHelp from the Employee Assistance Program (EAP) is here to help. Health Advocate’s MyHelp offers easy access to a Licensed Counselor in lieu of face-to-face counseling for personal, family and work/life issues via text messaging, video and telephonic options. You can send messages via your web browser or mobile app anytime, anywhere. To get started, call Health Advocate at 1-866-799-2329. You can also make an appointment with a provider for traditional counseling.

Staying up to date on health policy, healthcare delivery and healthy behavior

Sign up to receive the Healthy Nudge from Penn’s Center for Health Incentives & Behavioral Economics. This monthly newsletter shares the latest developments in policy-relevant health behavioral economics research and can help you make good decisions for your mind and body by keeping you informed. You can also sign up for myHR, a bi-weekly newsletter with information from Penn’s Division of Human Resources.
DO YOU KNOW THE SIGNS OF STRESS OR THE TOLL IT CAN TAKE ON YOUR HEALTH?

According to health.gov, when you’re under stress, you may feel:

- Worried
- Angry
- Irritable
- Depressed
- Unable to focus

Stress also affects your body. Physical signs of stress include:

- Headaches
- Trouble sleeping
- Upset stomach
- Weight gain or loss
- Tense muscles
- Frequent or more serious colds

Finding your calm

Tending to your mental health is as essential as taking care of your physical health and well-being. Sometimes the best medicine is simply slowing down and taking time to rest, reflect, and recharge. These resources, among others, support you in taking care of your whole self.

**Penn Healthy You**

Brings you wellness programming and resources, all in one place. In partnerships with Health & Wellness, Penn Sustainability, the Center for Public Health Initiatives, Penn Recreation, Bon Appétit, and others, Penn Healthy You offers an array of **workshops** and webinars targeted to help you feel your best. The following list includes a few examples of what **Penn Healthy You** offers:

- **Well-being and Work and Family Workshops** – Led by subject matter experts, these workshops cover parenting, caregiving, coping strategies, physical fitness and nutrition, among others
- **Mindfulness Programs** – 4-session and one-hour mindfulness courses are offered. Special topic sessions are also available such as Mindfulness and Communication, Mindfulness and Anxiety, and Mindfulness and Social Justice. Digital programs to participate in on your own time are also available through the Virgin Pulse Wellness Platform
- **Guided Meditation and Chair Yoga** – These virtual 30-minute to one-hour workshops are offered on a rotating basis
- **Resilience Skills** – Skill development is offered through synchronous and asynchronous webinars offered by the Division of Human Resources Talent Development team, the Employee Assistance Program and Penn's Positive Psychology Center

**Be in the Know**

New opportunities to learn, to care for yourself and to get rewarded with Penn’s annual wellness campaign! Be sure to check out the new emotional well-being video courses, powered by Whil, available on the Virgin Pulse platform. Click [here](https://www.hr.upenn.edu/PennHR/learn-grow/trainings-courses-and-webinars/onsite-programs/event-search-results?category=0) for more details.
BE WELL AND EARN REWARDS

- Each *Be in the Know* course, powered by Whil, includes about 10 sessions and you have the flexibility to watch the sessions when and where it’s more comfortable for you through the Virgin Pulse platform and mobile app option.
- You'll earn a variety of *Be in the Know* points towards rewards for completing sessions, entire courses, and completing a certain number of Whil courses per month. For this year, a new menu of courses is being offered to help colleagues reduce stress and anxiety, develop self-awareness, manage difficult conversations and much more.
- Penn is also offering *Be in the Know* credit for your participation in a wider variety of HR wellness events + mindfulness/well-being series, along with additional Virgin Pulse emotional well-being online options, including Coaching, Journeys, Challenges, and Healthy Habit Trackers.
Coping with Change

Each of us deals with change; change is a part of life. It’s often exciting, we celebrate things like moving into a new place, adding a new pet to your family, meeting new people, or planning a vacation to a place you’ve never visited. But even good changes, even the great ones that mark life’s milestones, can cause stress or anxiety. Even seemingly small changes, such as a change to your routine, a change in your surroundings, or taking on new challenges at work can cause distress. Whether you’re feeling fatigued or stressed, experiencing changes that you’re unhappy about or that are significantly challenging, it’s all okay, it’s all about being human. From time to time, each of us needs support. Coping with change can be stressful, and it can take a toll on your well-being over time.

Think about it this way...if you or someone you love were dealing with a medical issue, you would utilize the resources available to you to get support, such as seeking medical attention. Why should it be any different if what you’re dealing with is stress or anxiety?

The Employee Assistance Program (EAP) and Penn Cobalt are great places to get some help for a broad range of challenges. They can also direct you to the appropriate resource if you aren’t sure where to get started.

**EAP**

All Penn benefits-eligible faculty and staff have 24/7 access to masters-level intake counselors via the EAP. You don’t have to be a participant in Penn benefits; the EAP is available to you and your immediate family members including your spouse, parents, parents in law, and dependents who are less than 26 years old.

The EAP offers an array of confidential counseling services to help you manage challenges you are facing. In addition to in-person counseling, options include tele-behavioral health, video, text and chat. EAP counseling is free and includes up to eight sessions per issue per fiscal year (July 1-June 30).

If you exceed this limit, the EAP will make every effort to coordinate services with your existing health insurance. If it is determined that your clinical needs require treatment beyond the short-term scope of EAP, you may be referred to a care provider in your health plan network, where applicable, before your eight sessions are completed.

The EAP can also assist with Legal and Financial Services. This is a free, 30-minute, confidential, 24-hour-a-day phone service.
Penn Cobalt connects you with support based on your situation. Choose from a variety of options, including one-on-one appointments with doctors, licensed clinicians, or resilience coaches.

Penn Cobalt can help with the following methods of treatments and more:
- Topic specific discussions
- Coping First Aid
- Psychotherapy
- Psychiatry

Through Penn Cobalt, you can book your appointment online for a time that is available and is convenient for you. Payment options vary by provider. Services may be free of charge, covered by insurance, or self-pay, and you may choose to filter by your specific payment preferences including scheduling with an EAP counselor.

Penn Cobalt also provides helpful articles with personalized recommendations and revolving studio sessions with experts for you and/or your team focusing on topics like current events, staying active and healthy, and more.

ARE YOU A MANAGER?

EAP counselors are available by phone for unlimited telephonic consultations to coach managers on ways to guide staff to the EAP; handle employee conflict and productivity issues; stabilize and minimize disruption following a critical incident; and other behavior affecting the organizational unit. Consultations are also available to assist managers in dealing with problem relationships with other managers, administration, or supervisors. Call 1-866-799-2329 and ask for management assistance or visit the resource page for managers.

QUICK TIPS FOR MANAGERS TO SUPPORT WELL-BEING:
- Model healthy behaviors
- Recognize signs of mental health concerns
- Be aware of what support resources are available and offer them
- Speak in stigma-free, compassionate ways
- Practice empathy wherever/ whenever possible
- Be active listeners

NEED A FEW EXTRA TIPS?

Check out this video series on Supporting Your Well-Being during Times of Change and Uncertainty as well as other well-being topics available through LinkedIn Learning.
Behavioral Health Support

If you or a loved one are dealing with behavioral health issues or concerns, there's help available. Through tele-behavioral health ‘virtual visits,’ you can eliminate common barriers to accessing behavioral health services and get help from the privacy of your home.

No matter where you or your family members live, the EAP can help you identify local resources. Tele-behavioral health counseling through the EAP is confidential and free for up to eight sessions per issue. Fees apply to continue beyond eight sessions.

Penn behavioral health providers, Aetna, Magellan and Quest also offer a few different solutions for virtual visits including Teladoc behavioral health and video conferencing programs. The technology and services differ by provider. The same costs apply for tele-behavioral health service as in-office visits. Use the chart below to identify the resources available to you and your family:

<table>
<thead>
<tr>
<th>Resource Category</th>
<th>Details</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>If you are eligible for Penn benefits</td>
<td>You can access support through the EAP</td>
<td>Call 1-866-799-2329</td>
</tr>
<tr>
<td>If you participate in a Penn medical plan</td>
<td>You and any covered family members can get help through the plan in which you're enrolled</td>
<td>Click to see details</td>
</tr>
<tr>
<td>If you are a resident of the City of Philadelphia</td>
<td>The City provides access to variety of resources</td>
<td>Go to dbhids.org to learn about the services available through the Department of Behavioral Health and Intellectual Disability Services (DBHIDS)</td>
</tr>
<tr>
<td>Resources available through the state of Pennsylvania</td>
<td>You also have support available through state resources</td>
<td>Pennsylvania's Support &amp; Referral Helpline connects Pennsylvanians with mental and emotional support and to local resources. Call 1-855-284-2494 (TTY: 724-631-5600)</td>
</tr>
<tr>
<td>Resources available through the state of New Jersey</td>
<td></td>
<td>Nj211.org/mental-health-resources can connect you to a variety of services and programs to help. Dial 211 to speak with a resource specialist; text your zip code to 898-211 to text</td>
</tr>
<tr>
<td>Resources available through the state of Delaware</td>
<td></td>
<td>mentalhealthDE.com is a public service of the Mental Health Association in Delaware and the Delaware Department of Services for Children, Youth and Their Families, Division of Prevention and Behavioral Health Services. For anonymous conversation: Text DE to 741741 for the Crisis Text Line</td>
</tr>
</tbody>
</table>

Please note that Penn does not endorse the centers, providers, or resources above, nor does the University screen any providers that may be available through these resources. These services are being included for reference in this communication as a convenience, for the consideration of our staff and faculty. You should take time to screen and determine whether any resource is appropriate for you and your family.
Penn Medical Plan Behavioral Health Networks

<table>
<thead>
<tr>
<th>Medical Plan Network</th>
<th>To find a network provider or facility or for authorization</th>
<th>Behavioral Health Benefits (Based on reasonable and customary fees)</th>
</tr>
</thead>
<tbody>
<tr>
<td>PennCare PPO Quest Network</td>
<td>Call 1-800-364-6352 or visit questbh.com</td>
<td>Inpatient*: $150 (individual) or $450 (family) deductible and then 10% after deductible. Up to out-of-pocket maximum</td>
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<tr>
<td></td>
<td></td>
<td>Outpatient: $20 copay for Penn Behavioral Health providers</td>
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<td></td>
<td></td>
<td>Out-of-Network/ Out-of-Area: 40% of charges after deductible</td>
</tr>
<tr>
<td>Aetna POS II Aetna Network</td>
<td>Call 1-800-424-4047</td>
<td>Inpatient*: $300 (individual) or $900 (family) deductible and then 10% after deductible. Up to out-of-pocket maximum</td>
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<tr>
<td></td>
<td></td>
<td>Outpatient: $30 copay for Aetna Behavioral Health providers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Out-of-Network/ Out-of-Area: 40% of charges after deductible</td>
</tr>
<tr>
<td>Keystone HMO Magellan</td>
<td>Call 1-800-688-1911</td>
<td>Inpatient*: $100 (individual) or $200 (family) deductible and then 10% after deductible. Up to out-of-pocket maximum</td>
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<tr>
<td></td>
<td></td>
<td>Outpatient: $25 copay for Penn Behavioral Health providers</td>
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<tr>
<td></td>
<td></td>
<td>Out-of-Network: No coverage</td>
</tr>
<tr>
<td>Aetna HDHP Aetna Network</td>
<td>Call 1-800-424-4047</td>
<td>Inpatient*: $1,500 (individual) or $3,000 (family) deductible and then 10% after deductible. Up to out-of-pocket maximum</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Outpatient: 10% after deductible</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Out-of-Network: 40% of charges after deductible</td>
</tr>
</tbody>
</table>

Note: Inpatient care is a general term to describe treatment that requires an overnight stay in a hospital or clinical setting. Outpatient care is a general term that means any treatment that does not require an overnight stay.

*Excludes Residential Treatment Facilities with the exception of certain diagnoses with prior authorization.
Finding Emotional Support

Taking care of your whole self means making sure you have the support you need emotionally. From time to time, each of us needs help, whether it's dealing with a difficult situation, supporting a loved one who's dealing with a challenge, or navigating issues such as depression or anxiety.

Penn offers several resources to help. Some are available through a Penn medical plan, others are available to everyone in the Penn colleague community, no matter if you are enrolled in a Penn medical plan, or not.

- **MindWell** at Penn brings together all the components of your mental health and wellness, like the Penn Employee Assistance Program (EAP) and the behavioral health component of your health plan
- **Penn Cobalt** matches faculty and staff to mental health resources and the appropriate level of group and individual mental health and well-being support
- **Penn Healthy You** has a variety of workshops and webinars scheduled that range from physical activity to retirement savings
- **Be in the Know** and the Virgin Pulse platform offer an array of options and resources for participants to optimize their well-being
- **Your Penn Benefits Provider.** You (and any covered family members) have access to a wide range of support through your Penn medical plan. The following page provides more details, including how to access these resources

**REMEMBER**

If you or a loved one need immediate help, please dial 9-1-1 or visit your local emergency room.

The National Suicide Prevention Hotline is available 24/7 at 1-800-273-8255.
<table>
<thead>
<tr>
<th>Medical Plan</th>
<th>Behavioral Health Provider</th>
<th>Resources Available</th>
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<tbody>
<tr>
<td>Penn Care PPO</td>
<td>Quest Behavioral Health*</td>
<td>For urgent clinical or access needs:</td>
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<td></td>
<td>• Quest Care managers are available 24/7 for urgent clinical / access needs</td>
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<tr>
<td></td>
<td></td>
<td>• Call 1-800-364-6352</td>
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<td></td>
<td></td>
<td>To learn more about what’s available:</td>
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<td></td>
<td></td>
<td>• Call 1-800-364-6352</td>
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<td></td>
<td></td>
<td>• Read the Frontline Newsletter for free articles related to wellness</td>
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<tr>
<td>Keystone HMO</td>
<td>Magellan Healthcare*</td>
<td>For urgent clinical or access needs, or to speak with a Behavioral Health provider</td>
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<td></td>
<td></td>
<td>via an online video consultation:</td>
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<tr>
<td></td>
<td></td>
<td>• Call 1-800-688-1911</td>
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<tr>
<td></td>
<td></td>
<td>To find a network provider visit Independence Blue Cross or call 1-800-688-1911</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Learn more about what’s available:</td>
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<td></td>
<td></td>
<td>• On To Better Health is a digital tool that addresses common emotional health</td>
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<td></td>
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<td>issues (sleep, depression, anxiety, OCD, substance abuse etc.)</td>
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<td></td>
<td>• Telehealth provides realtime, two-way communication via secure online virtual</td>
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<td>sessions to address stigma, privacy, and access to care (i.e., transportation,</td>
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<td>physical limitations, appointment time flexibility). Telehealth also helps by</td>
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<td>providing information on virtual recovery meetings and with access to provider</td>
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<td></td>
<td></td>
<td>searches</td>
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<td></td>
<td>• Coronavirus Pandemic Resources are available from Magellan Healthcare (tip sheets,</td>
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<tr>
<td></td>
<td></td>
<td>videos and updates)</td>
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<td></td>
<td></td>
<td>• Independence Blue Cross provides Webinars and Twitter Chats, along with Public</td>
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<td></td>
<td></td>
<td>Service Announcement videos to help you navigate coping and resilience. Other</td>
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<tr>
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<td></td>
<td>resources available to you are the Achieve Well-being program and #mindPHL.</td>
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<td></td>
<td></td>
<td>Be sure to check all that Magellan Healthcare has to offer</td>
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</table>

* Standard copays apply. Click [here](https://www.questbh.com/employees-families/the-frontline-employee-newsletter/) for additional information.
If you are enrolled in this medical plan:  
You (and any family members you cover under the plan) have access to:

Here's a summary of key resources available, including how to get support immediately:

<table>
<thead>
<tr>
<th>Aetna HDHP OR Aetna POS II</th>
<th>Aetna Behavioral Health*</th>
<th>For urgent clinical or access needs, or to speak with a Behavioral Health provider via an online video consultation:</th>
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<tr>
<td></td>
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<td>Visit <a href="https://www.aetna.com/individuals-families/health-insurance-through-work/health-insurance-information/telemedicine.html">Teladoc</a> or call <strong>1-855-TELADOC (835-2362)</strong>. Consultations are available seven days a week, 7 a.m. to 9 p.m. local time.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>To find a network provider visit <a href="https://www.aetna.com">Aetna</a></td>
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<tr>
<td></td>
<td></td>
<td>Learn more about what’s available:</td>
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<tr>
<td></td>
<td></td>
<td>• <a href="https://www.aetna.com">Behavioral Health Condition Management</a> provides an intensive, holistic and comprehensive member and caregiver support model designed to improve overall member wellness and recovery. It may be able to provide support to members and families suffering from things such as depression, anxiety, substance abuse problems, bipolar conditions, eating disorders, psychotic disorders and more. Contact Aetna at <strong>1-888-302-8742</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• <a href="https://www.ableto.com/Aetna/">AbleTo</a> is a national outpatient provider group in behavioral health support, provides behavioral health treatment to members identified with certain medical conditions or going through certain life changes. AbleTo condition-specific support is delivered using structured, 8-week behavior health therapy, coaching, and digital tools. It delivers support using secure web-based videoconferencing. This lets a member meet “face-to-face” easily and privately at home with a dedicated support team. If the member doesn’t have a computer, he or she can receive services by phone and tablet. The treatment team consists of a therapist and behavior coach. AbleTo can assist with infertility, cardiac conditions, diabetes, cancer, pain management, digestive health, respiratory conditions, depression, anxiety and panic, stress, alcohol/substance abuse, bereavement, caregivers for adults and children, and military transitions, such as helping veterans address emotional challenges that accompany return from service. Visit <a href="https://www.ableto.com/Aetna/">AbleTo</a> or call <strong>1-844-330-3648</strong>, Monday–Friday from 9 a.m to 8 p.m., Eastern Time.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• <a href="https://www.aetna.com">Autism Support</a> through an autism advocate can help employees find their way. Our program connects employees with an advocate who has special training in autism spectrum disorder. Advocates can help promote early treatment, connect employees with an Aetna Behavioral Advocate (ABA) provider in the community, ensure the quality and appropriateness of the ABA treatment plan, and coordinate a variety of behavioral health services. To connect with an autism advocate, call <strong>1-866-724-0604</strong> (TTY: <strong>711</strong>), option 5.</td>
</tr>
</tbody>
</table>

*Standard copays apply. [Click here](https://www.aetna.com) for additional information*
Community-based support

- **#mindPHL**: A joint project of the City of Philadelphia and Independence Blue Cross, #mindPHL shares information about free mental health resources and programs
- **Black Men Heal**: Black Men Heal is a nonprofit that provides free therapy to Black men in and around Philadelphia
- **Camden County Mental Health Resources**: Listing of mental health resource contact information including: the New Jersey Hope Line, Intensive Family Support Services, and Self-Help Center information
- **Delaware County Crisis Connections Team**: Delaware County Crisis Connections Team (DCCCT) consists of services available to Delaware County residents who may be at risk for emotional crisis and in need of support
- **Healthy Minds Philly**: A list of available support resources for teens/young adults
- **JED Foundation**: JED is the nation's leading organization dedicated to young adult mental health
- **Montgomery County's Offices of Mental/Behavioral Health**: A local comprehensive network of support
- **National Alliance on Mental Illness (NAMI) PHILADELPHIA**: NAMI PHILADELPHIA offers a Warline (unlike a hotline for an immediate crisis, a warline provides early intervention with emotional support), monthly support groups, educational/storyteller presentations, connections to services that aid and assist in recovery, and community integration
- **National Suicide Prevention Lifeline**: The Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals
- **Penn Asian Pacific American Medical Student Association**: (Available to anyone) Listing of mental health providers with available languages
- **Philadelphia Crisis Line**: 215-685-6440
- **The Attic Youth Center**: The Attic's goal is to reduce the isolation felt by LGBTQ youth by providing a sense of community and developing programs and services to counteract the prejudice and oppression that LGBTQ youth often face
- **The Black Women's Health Alliance**: Connects people to resources through direct services, programs, health fairs and workshops

Please note that Penn does not endorse the centers, providers, or resources above, nor does the University screen any providers that may be available through these resources. These services are being included for reference in this communication as a convenience, for the consideration of our staff and faculty. You should take time to screen and determine whether any resource is appropriate for you and your family.

A strong connection to your community is important to create a sense of support and belonging, leading to a positive link to mental health. Feel free to reach out to the EAP for more resources.
Physical & Mental Well-Being

The connection between your mind and body is powerful. Your mental health can affect your physical health, and just as importantly – your physical health can affect your mental health.

That’s why it’s critical to maintain a healthy balance. Eating right and staying active are hallmarks of keeping your body healthy and, in turn, your mind.

Be sure to have some physical activity every day. The Center for Disease Control (CDC) reports that physical activity can reduce the risk of depression and improve attention and academic performance in children, improve mental health and cognitive function in adults, and can delay the onset of cognitive decline in healthy aging individuals.*

Log on to the Virgin Pulse platform to participate in some healthy physical activities and challenges, or visit the Group Exercise page to see how your Penn peers stay active.

Taking care of your body also means eating well and sleeping well. Penn Healthy You brings you a catalogue of resources available to care for your mind and body.


DID YOU KNOW?
The benefits of exercise are significant for people dealing with emotional health issues or not. For all of us, exercise supports:

- Sharper memory and thinking
- Higher self-esteem
- Better sleep
- More energy
- Stronger resilience
Reference Resources

Here is a list of the main resources offered through Penn and information on Medical Plans. Please refer to different sections of the guide to find details on all the support available to you and your loved ones.

<table>
<thead>
<tr>
<th>Resource</th>
<th>Where to find support</th>
</tr>
</thead>
<tbody>
<tr>
<td>Penn Healthy You</td>
<td><a href="https://www.hr.upenn.edu/PennHR/wellness-worklife/penn-healthy-you">https://www.hr.upenn.edu/PennHR/wellness-worklife/penn-healthy-you</a></td>
</tr>
<tr>
<td>Be in the Know</td>
<td><a href="https://www.hr.upenn.edu/PennHR/wellness-worklife/be-in-the-know">https://www.hr.upenn.edu/PennHR/wellness-worklife/be-in-the-know</a></td>
</tr>
<tr>
<td>Virgin Pulse</td>
<td><a href="https://app.member.virginpulse.com/?kc_idp_hint=university-of-pennsylvania">https://app.member.virginpulse.com/?kc_idp_hint=university-of-pennsylvania</a></td>
</tr>
<tr>
<td>EAP</td>
<td><a href="https://weblogin.pennkey.upenn.edu">https://weblogin.pennkey.upenn.edu</a>, email <a href="mailto:eapinfo@healthadvocate.com">eapinfo@healthadvocate.com</a>, or call 1-866-799-2329</td>
</tr>
<tr>
<td>Penn Cobalt</td>
<td><a href="https://www.penncobalt.com">https://www.penncobalt.com</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Medical Plans</th>
<th>Where to get more information:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Penn Care PPO</td>
<td><a href="https://www.questbh.com">https://www.questbh.com</a> or call 1-800-364-6352</td>
</tr>
<tr>
<td>(Quest Behavioral Health)</td>
<td></td>
</tr>
<tr>
<td>Keystone HMO</td>
<td><a href="https://www.ibx.com">https://www.ibx.com</a> or call 1-800-688-1911</td>
</tr>
<tr>
<td>(Magellan Healthcare)</td>
<td></td>
</tr>
<tr>
<td>Aetna HDHP</td>
<td><a href="https://www.aetna.com">https://www.aetna.com</a></td>
</tr>
<tr>
<td>Or Aetna POS II</td>
<td>• For Teladoc: <a href="https://www.aetna.com/individuals-families/health-insurance-through-work/health-insurance-information/teledicine.html">https://www.aetna.com/individuals-families/health-insurance-through-work/health-insurance-information/teledicine.html</a> or call 1-855-TELADOC (835-2362)</td>
</tr>
<tr>
<td></td>
<td>• For AbleTo: <a href="https://www.ableto.com/Aetna/or">https://www.ableto.com/Aetna/or</a> call 1-844-330-3648</td>
</tr>
<tr>
<td></td>
<td>• For an Autism advocate: Call 1-866-724-0606 (TTY:711), option 5</td>
</tr>
</tbody>
</table>

This document describes the numerous programs Penn offers to support the Penn community in thriving. Please note that benefits and programs are subject to change, as permissible by any applicable governing plan documents and/or regulations, at Penn's discretion. In the unlikely event of a discrepancy, the program provisions as outlined in the official plan documents governing Penn benefits will prevail. Sources of support included in this document from state or local governments or other non-Penn sources are provided for ease of access by the Penn community. Penn cannot verify the accuracy of non-Penn program descriptions. This document is not intended to imply a contract of employment, nor a guarantee of benefits.