

Mental Health and the FMLA

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The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the Family and Medical Leave Act (FMLA), which **enables eligible workers to take up to 12 weeks of protected leave for mental health treatment for themselves or the care of qualifying family members** (26 weeks to care for covered service members and certain veterans).

WHD is committed to supporting the mental health of workers and ensuring equitable access to job-protected leave through outreach and enforcement of the FMLA. To this end, WHD has developed several new resources. We encourage you to review these:

- Fact Sheet #280 – [Mental Health Conditions and the FMLA](#)
- Mental Health and the FMLA – [Frequently Asked Questions](#)
- Press Release – [DOL Publishes Updated FMLA Guidance on Mental Health](#)
- Department of Labor article – [FMLA: Essential for Mental Health-Friendly Workplaces](#)
- Social Media – WHD Twitter: [FMLA and Mental Health](#)

Find more information at the WHD [Family and Medical Leave Act](#) webpage.