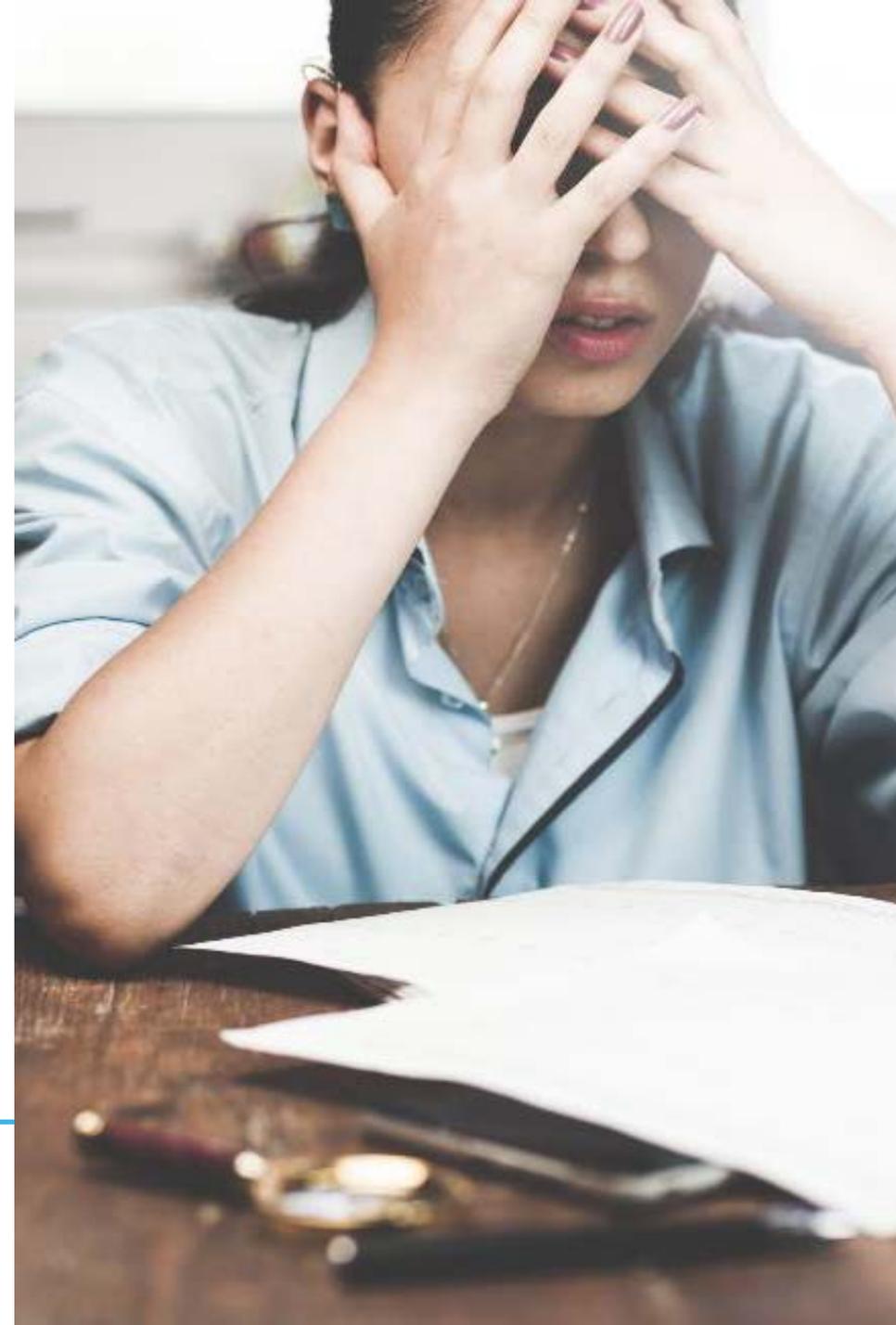




Suicide Prevention: Empowering Your Company



Learning Objectives

- Recognize suicide trends and statistics
- Identify impact of suicide on the workplace
- Describe suicide risk factors and potential warning signs of suicide
- Implement suicide prevention and intervention strategies
- Recognize best practices in suicide prevention
- Identify suicide prevention resources

Suicide Statistics

- Suicide at a 50-year high
- More than 1 million people attempt suicide a year
- Nearly 45,000 people complete it
- For every death by suicide, there are 25 attempts
- One person dies every 12 minutes from suicide in U.S.
- Men die by suicide 3.5 times more often than women
- Highest suicide rate is among middle-aged white men
- Suicides related to workplace issues on the rise

Impact of Suicide on the Workplace

- Single suicide intimately affects on average at least six others: spouses/partners, children, parents, friends, and co-workers
 - Total cost of suicides and suicide attempts is \$93.5 billion*
 - Average cost of one suicide is more than \$1.3 million dollars in lost productivity*
- When a workplace suicide occurs, cost to the company is tremendous:
 - Emotional trauma
 - Lower productivity
 - Decrease in morale
 - Increase in stress
 - Absenteeism
 - Higher health care costs
 - Company's reputation
- *According to Suicide Prevention Resource Center

Suicide Risk Factors

- Stigma with asking for help
- Depression, anxiety, and other comorbid mental health conditions
- Substance and alcohol use disorder
- Family history of suicide or mental health condition
- Prior suicide attempt
- Family violence, including physical or sexual abuse
- Availability of firearms or prescription medications
- Exposure to suicidal behavior of others
- Extremely stressful life events
- Just discharged from inpatient psychiatric care
- “Contagion effect”

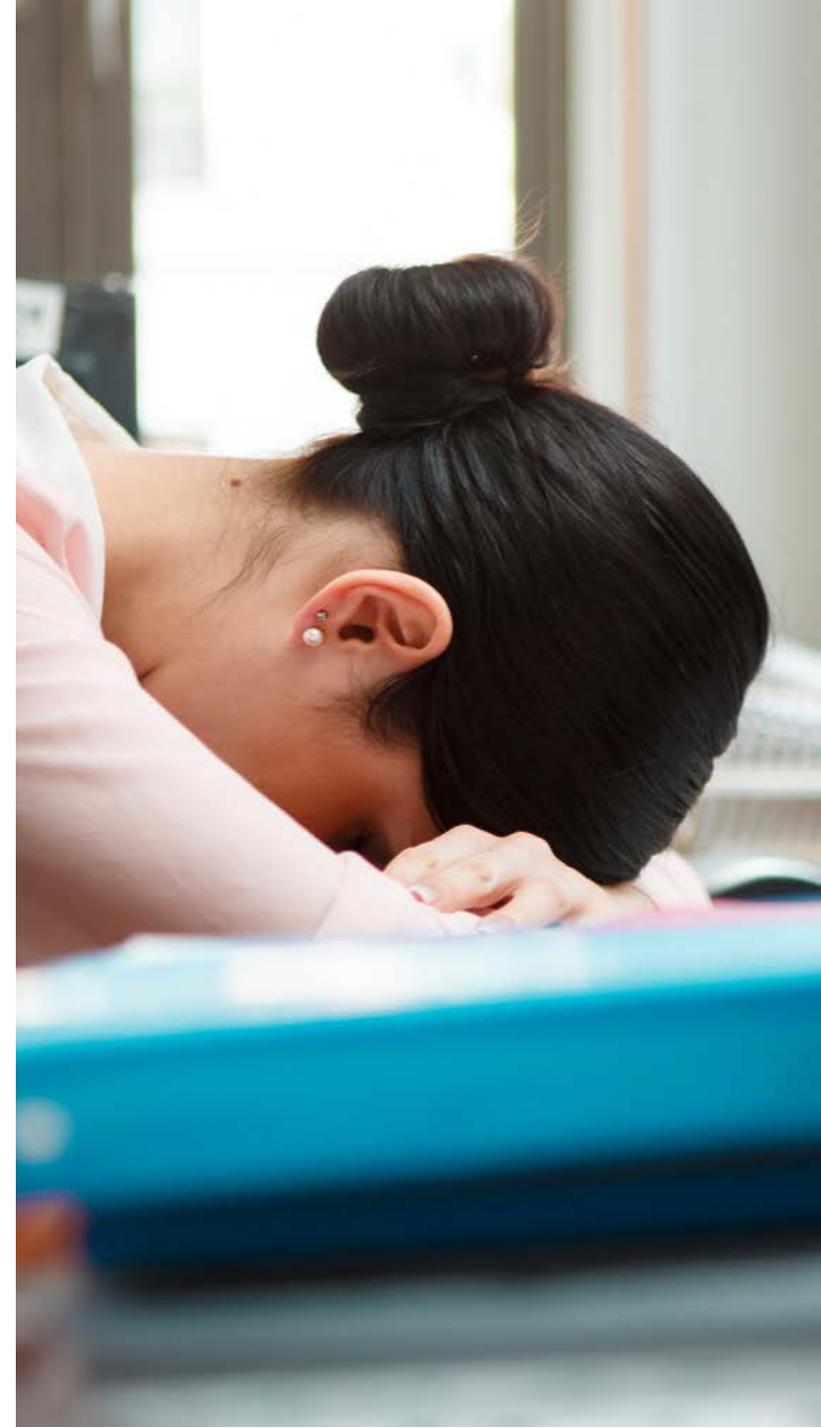
Groups at Higher Risk for Suicide



- Rates vary by race, ethnicity, age, and other population factors
- Suicide affects all ages and is a leading cause of death
 - Second leading cause of death for people 10-34 years of age
 - Fourth leading cause among those 35-54 years old
 - Eighth leading cause among those 55-64 years old
- Other Americans disproportionately impacted by suicide include:
 - Veterans and other military personnel and workers
 - LGBTQ community
 - Teens who are bullied

Warning Signs

- Withdrawing from or avoiding friends, co-workers, or family
- Talking about feeling trapped or being in pain
- Considers self a burden
- Changes in eating or sleeping habits
- Disinterest in favorite things or activities
- Neglect of appearance or hygiene
- Deteriorating work or school performance



Warning Signs (cont'd)

- Increased alcohol or drug use
- Extreme mood swings or volatile behavior
- Showing rage and talking about seeking revenge
- Feeling hopeless, helpless, anxious, agitated, or guilty
- Sudden, unexplained improvement in mood
- Giving away cherished possessions
- Talking about “going away,” death, or suicide
- Researching suicide on internet

Suicide Prevention: What You Should Do

- Remain calm
- Send or call for help
- With immediate danger, call 911
- Let person know you care and that help is available
- Stay with person
- State what you think you heard
- Ask: “Are you thinking about ending your life?”
- Ask: “You seem really down. Are you okay?” or “How are you?”
- Actively listen and reflect feelings without judgment

Suicide Prevention: What You Should Do (cont'd)

- Remove access to drugs and other potential means, including weapons
- Call the person if threat sent via text
- If threat made over phone, ask where the person is and if someone else is there; Keep person on the line
- If threat made via social media or in a note, contact person directly (or someone close to him)

Suicide Prevention: What NOT to Do

- Don't ignore suicidal comments
- Don't discount threat or minimize person's concerns
- Don't overreact, act shocked, or outraged
- Don't preach, moralize, or offer platitudes or glib answers
- Don't argue, give pep talk, or try to cheer them up
- Don't promise to keep conversation confidential
- Don't let desire to help cause boundaries to blur

Suicide Prevention: Best Practices

- Be aware of individual and organizational risk factors
- During times of organizational change, be sensitive to emotional needs of employees
- Eliminate stigma related to mental health issues and treatment
- Develop inclusive workplace environment where diversity is welcomed, supported, and protected
- Never marginalize or minimize employees in crisis, undergoing difficult life changes, or experiencing behavioral health issues



Suicide Prevention: Best Practices (cont'd)

- Resolve workplace issues quickly and effectively
- Ensure employees are treated fairly and consistently
- Develop healthy working relationships, harmonious work environment, and supportive culture
- Establish “open door” environment
- If concerned about an employee, consult with HR, alert security, and contact EAP to help person get treatment
- Remind employees of their EAP benefit

Suicide Prevention: Best Practices (cont'd)



- Review company procedures and confirm EAP included in traumatic event protocol
- Consider impact if there is a suicide, consult with EAP, and request onsite Critical Incident Response, if appropriate
- Offer trainings or webinars on topics such as suicide prevention, stress management, and resiliency
- Use your EAP as management tool and valuable resource
- Contact your Account Lead for additional information

Points to Remember

- You and your company have active role in preventing suicide by establishing caring culture that promotes optimal well-being and guiding employees to the EAP
- Feeling suicidal often associated with treatable mental health conditions such as depression or substance use disorder
- Take all threats of suicide seriously
- Encourage employees to contact their EAP. Early detection, intervention, and treatment can help prevent suicide.
- Remember EAP is a valuable tool for you, too

Suicide Prevention Resources

- If someone you know is considering suicide, call 911 immediately.
- National Suicide Prevention Lifeline: 800-273-TALK (8255)
www.suicidepreventionlifeline.org
- Employee Assistance Program (EAP)
- Lifeline Crisis Chat: www.crisischat.org
- Suicide Prevention Resource Center: www.sprc.org
- Crisis Text Line: Text “Start” to 741-741
- Veterans’ Crisis Line: 800-273-8255, press 1

How the EAP Can Help Individuals

- Planning for life events
- Managing depression, anxiety, stress, grief, and loss
- Strengthening relationships
- Achieving personal and professional goals
- Getting addiction assessment and treatment recommendations
- Balancing work and life issues
- Planning for a strong financial future
- Sorting through legal matters



How the EAP Can Help Leaders

- Organizational Services
- Management Consultation
- Critical Incident Response/Disaster Event Management
- Online Resources
- Training

Contact Your EAP

Contact your EAP for help with any personal or professional issue:

- Available 24/7/365
 - Toll-free number
 - Website
- No cost
- Confidential

