



Three Levels of Integrating Suicide Prevention in Your Company

The [Construction Industry Alliance for Suicide Prevention](#) can help you and your company communicate with your employees about a topic that has likely impacted someone you or your employees know...Mental Health and Death by Suicide.

It's a subject that impacts the construction industry, and these tools and resources will help you build a better company by building better employees. Demonstrating to your employees that you care about them, their mental health, and creating a caring culture is the right thing to do.

Many companies ask, "Where do I begin?" The answer lies in the existing awareness and commitment level of the particular company. The following guidelines reflect three levels of company involvement in mental health and suicide prevention:

- Level 1 includes basic steps toward establishing a program to address employee mental health and suicide prevention.
- Level 2 grows these initial steps into a deeper commitment to the process.
- Level 3 outlines steps to create a companywide culture to address mental health and suicide prevention.

LEVEL 1 Basic Steps Toward Addressing Mental Health & Suicide Prevention

Understanding the Issue:

1. Identify a program “Champion” who has the commitment and can guide the effort
2. Read the “A Construction Industry Blueprint: Suicide Prevention in the Workplace”
3. Listen to the webinar: [Uniting the Construction Industry Behind Suicide Prevention](#)
4. Read [10 Questions Leaders Must Ask Themselves](#)
5. Read [10 Action Steps Companies Can Take to Save Lives](#)
6. Read [10 Steps to Integrating a Suicide Prevention Program](#)

Share information & Educate Your Employees:

7. Begin the “dialogue” with employees; emails to bring awareness to the issue and the plans for the company to engage this concern
8. Put together “Lunch and Learns” for employees at home office and jobsite
9. Print & Display Posters from www.preventconstructionsuicide.com

Make Resources Available to Employees & Family Members:

10. Investigate how to access mental health care/substance abuse counselling through your Employee Assistance Program (EAP) or Member Assistance Program (MAP) and educate employees. If you do not have an EAP/MAP, research how to get an effective program in place, and add to your standard employee benefits
11. Suggest that employees place the EAP or MAP numbers in their cell phone
12. Investigate the mental health/behavioral health benefits in group medical plan – make provider list available to all covered employees – educate employees on benefits available
13. Investigate local resources (community centers, places of worship) for mental health/suicide prevention/ crisis resources and make those known to your employees; thus, offering employees resources outside the company programs
14. Know who to contact within your resource pool (primarily EAP/MAP) should a crisis and postvention be required

Take the Next Step:

15. Consider advancing to Level 2 to continue the journey to better employee mental health and a deeper caring culture company

LEVEL 2 Beyond Basic Steps Toward Addressing Mental Health & Suicide Prevention

1. Evaluate LEVEL 1 (Basic Steps) and assess your organization's success in meeting these suggestions

Build Leadership Support & Understanding:

2. Review and Complete the [Needs Analysis & Integration Checklist](#)
3. Support key employee training through organizations such as [LivingWorks](#) training programs

Continue to Share Information & Educate Your Employees:

4. Modify these [Toolbox Talks](#) for your company's use, get them into your Toolbox Talk rotation
5. Print & Display / Use in Employee Communications [#BeThe1To Graphics](#)
6. Print & Distribute [Business-Card Sized Tent Cards](#) w/ Warning Signs & Resources
7. Utilize company credit card "sleeves" for company credit cards that provide lifeline numbers; both National Suicide Prevention Lifeline and company EAP
8. Print & Distribute [Key Tags](#)
9. Hard hat stickers and other company specific items that not only identify the cultural change, but identify the individual accomplishments and training of employees that are 'go to' people for those employees seeking help

Integrate Into Company Communications:

10. Add Suicide Prevention / Mental Health topics into your employee and company newsletters
11. Include Mental Health & Suicide Prevention education / discussion in company meeting agendas and employee training (onboarding/orientation, safety, leadership)
12. Add [Mental Health Screenings](#) to your employee wellness programs

Make Resources Available to Employees & Family Members:

13. Be sure that [National Suicide Prevention Lifeline](#) and [Crisis Text Line](#) are broadly publicized and promoted – employees all have #s programmed in phones and understand what they are for and how to use. In other words, begin the training
14. Get a formal plan in place should a [crisis occur with postvention communication](#)

Take the Next Step:

15. Move your company to Level 3, where your company integrates mental health and suicide prevention into their culture and daily activities

LEVEL 3 Creating & Growing a Caring Company Culture

1. Evaluate LEVEL 1 and LEVEL 2 and assess your organization's success in meeting these suggestions.

Continue Leadership Support & Understanding:

2. Leadership expands its influence on other contractors within its peer base (other contractors and industry organizations)
 - a. Incorporate language into the subcontract documents that require mental health training, first aid preparedness and awareness protocols as part of the project safety program(s)
 - b. If a subcontractor, up-chain involvement of mental wellness and suicide prevention into joint project meetings
 - c. Encourage industry associations to integrate this issue into program offerings

Sustain Awareness & Access to Resources:

3. Work with your EAP/MAP to offer classes on coping skills for life challenges such as: Building stronger families; Conflict resolution/anger; Stress/time management; Money/financial matters; etc. – explore topics with your EAP/MAP

Company Communications:

4. Include mental health as part of performance management. Both at supervisor level, expanding personnel management growth beyond job specific activities, to include behavioral/mental health awareness and training. And approaching employee disciplinary actions by considering possible mental health concerns and responding to the employee actions with this consideration in mind.

Make Resources Available:

5. With current employees well versed on company resources, focus on new hires

Sustain the Commitment:

6. Grow employee training beyond individuals, to include entire worksites, office staff, etc.; through organizations such as [LivingWorks](#) training programs
7. Get a formal plan in place should a [crisis occur](#) – include a crisis response professional like [R3 Continuum](#)
8. Participate in Awareness Campaigns; May (Mental Health Month); September (Suicide Prevention Month); or in a local mental health or [suicide prevention walk](#) or fundraiser