The National Association of Surety Bond Producers is a caring supporter and member of the Construction Industry Alliance for Suicide Prevention.

CONSTRUCTION has the highest number of SUICIDES and the highest SUICIDE RATE

THIS MUST CHANGE

STAND up for SUICIDE PREVENTION

Practical Steps for Suicide Intervention

Safe
Training
Awareness
Normalizing
Decrease

Tune In: When you notice or sense a person may need help, focus your attention on them for warning signs

Ask: Ask if they are thinking about suicide—clearly and calmly—without judgement

State: State that suicide is serious and that connecting to help is important

Connect: Connect the person to a helping resource who knows suicide first-aid skills

HELP IS WITHIN REACH

The National Suicide Prevention Lifeline at 1-800-273-TALK (8255) or suicidepreventionlifeline.org

Text HELLO to 741741 Free, 24/7, Confidential www.crisistextline.org
## Needs Analysis

### Leadership
- Do we discuss mental health in the workplace?
- Is mental health included in our safety programs?
- Do our policies prohibit an employee from seeking assistance with a crisis?

### Resources
- Do we have an employee assistance program (EAP)? Do we educate on how to access it?
- Do we understand and educate about mental health benefits available through health benefits plan?
- Do employees understand the confidentiality of EAP/mental health benefits providers?

### Readiness
- Have we provided gatekeeper training to staff members?
- Are managers/supervisors trained in recognizing warning signs of mental illness or suicide risk?
- Is there a clearly communicated referral process for supervisors/co-workers who have concerns about an employee?
- Do we have support systems for employees who are experiencing overwhelming life challenges?

### Protective Factors
- Do we consider peer support systems when forming/scheduling crews?
- Do we consider family needs/commitments when scheduling out-of-town/overnight work?
- Are there processes in place that encourage managers/supervisors to get to know their crew members?
- Does leadership promote a caring culture and support for those in crisis?

### Crisis Response
- Do our post-accident/post-incident/return-to-work programs and processes address depression and other mental health issues following a workplace accident/injury?
- Do we have a critical incident debriefing plan and a service provider to conduct it?

## Integration

### Leadership
- Assess barriers with leaders and managers
- Integrate mental health & suicide prevention in meetings
- Implement mental health screenings
- Hang posters & resource information
- Incorporate mental health & suicide prevention into Job Hazard Analysis

### Resources
- Educate workforce on confidentiality concerns
- Present available resources during on-boarding and anti-harassment training
- Review EAP benefits; educate employees
- Review group health benefits for accessing mental health treatment and counseling
- Educate employees on the available benefits in their group health benefits
- Provide information on local mental health and addiction treatment resources
- Union Contractors: work with locals to identify resources

### Readiness
- Train appropriate staff members as gatekeepers
- Provide company-wide education on warning signs and referral processes

### Protective Factors
- Improve supervisory training on how to better address the whole person
- Educate supervisors on performance issues that may be warning signs
- Include zero suicides in company safety goals

### Crisis Response
- Include attention to underlying mental health concerns in Near Miss, Incident, and Accident investigations/reports
- Add Critical Incident Debriefing processes