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| **Policy Title:**  | **Mental Health & Suicide Prevention Resource Policy**  |
| **Effective Date:**  | ***March 25, 2022*** |

**Purpose**

To provide the employees of COMPANY NAME a policy that outlines the resources and best practices to be used individually or in concert to enhance worker mental health, decrease stigma, and save lives.

**Policy**

COMPANY NAME has a strong commitment to its employee’s mental health. Construction workers are being lost to suicide more frequently than on the job injury or accident. Construction employers need resources on how to address this issue as it is complex and involved personal matters, as the outcome has ripple effects on all in the industry. At (COMPANY NAME), we strive to provide our employees with the training, mental health resources and best practices outlined in this policy.

**Coverage**

1. This Mental Health Policy covers all employees of the company.

**Policy Implementation**

1. It is the responsibility of the Safety and Human Resources Representative to ensure that all employees are aware of this policy.
2. The company may from time to time modify this policy. In the event that this Mental Health Policy is revised, a copy of the revised policy will be provided to each employee.

**Confidentiality**

1. The fact that a Mental Health Assistance has been requested and communications with the employee regarding mental health assistance are considered private and confidential. Access to that information is limited to those who have a legitimate need to know. Those internally who might need to know include the company President, Vice President, Safety Director, and the employee’s immediate supervisor. External communications shall be based upon a case-by-case determination and may include counselors and medical professionals.

**Employee Assistance Program**

1. It is the position of the company that if an employee recognizes that he/she/they has a mental health problem, assistance will be provided.
2. The company President will assist those employees who voluntarily come forward seeking help. Assistance will be in the form of a referral to an agency equipped to handle the specific problem, an explanation of benefits contained in our medical insurance plan, and a leave of absence if necessary.
3. Share with the team what EAP and insurance benefits include and how to get help. Sample poster language may be found in Appendix I.

**Education, Training and Assessment**

Mental health awareness and intervention strategies will be integrated in COMPANY NAME safety and health training program. Training in these important subjects will assist employees to understand the complexity of mental health issues, their role in suicide prevention and stigma reduction, as well as take away some of the fear associated with the potentially uncomfortable subject matter.

1. All Employees shall receive Mental Health Awareness Education and complete a mental health assessment upon hire, with an annual refresher/ check-in.
2. Mental Health Awareness Education shall include the following minimum elements:
	1. Information on the need for suicide prevention;
	2. The types of mental illnesses, symptoms, and the importance of early intervention; and
	3. Information on identifying mental health issues and intervention strategies to reduce them.
3. Lead conversations in meetings, toolbox talks, or through company communications that place equal value on mental health and physical health and safety. Resources may be found in Appendix II.

**Appendix I**

Sample poster language:

It’s OK to ask for support!

Our EAP is FREE, CONFIDENTIAL, and can be accessed 24/7.

When you call 1-800-XXX-XXXX, you will be connected with an EAP coordinator that can help you, your spouse, and dependents with accessing counseling services (personal, marital and family), legal support, substance abuse support, and child/ elder care resources.

You can also access all these resources online at the EAP website: [www.XXXXXXXXX.com](http://www.XXXXXXXXX.com)

Whatever the problem, they can help!

Or insurance coverage offers up to 24 visits per year to a licensed counselor or therapist, with a $10 copay per visit. You can look up providers at [www.XXXXXXXXX.com](http://www.XXXXXXXXX.com)

We understand that these are challenging times. You may be finding the stress and uncertainty of the pandemic impacting your mental health and well-being. Taking care of both your physical and mental health is imperative. If you or a loved one think you may need extra support—which many of us do right now, please connect with available resources. Getting help when you need it is a sign of strength. Please remember, you are not alone, we are all in this together.

**Appendix II**

**Mental Health & Suicide Prevention Resources**

1. **Crisis Resources:** Load important numbers into your Smart Phone and Outlook email directory. Share broadly with leaders and supervisors, family and friends. The more you share the easier the conversations become!
	* National Suicide Prevention Lifeline – 800/273-8255
	* Crisis Text Line – type Connect to 741-741
	* Veterans Crisis Line (call, chat or text) 1-800-273-8255, Press 1 or <https://www.veteranscrisisline.net/>
	* Crisis Service Canada: 1-833-456-4566

**Additional Support Resources**

* + [NAMI Help Line](https://www.nami.org/help)
	+ Call: 1-800-950-6264
	+ Text NAMI to 741-741
	+ [NAMI Connection Recovery Support Groups](https://www.nami.org/Support-Education/Support-Groups/NAMI-Connection)
	+ [NAMI Support Groups](https://www.nami.org/Support-Education/Support-Groups) (for individuals or family members)
	+ [Substance Abuse & Mental Health Services Administration](https://www.samhsa.gov/find-help/national-helpline)
1. **Educate Leaders and Managers on Mental Health and Suicide Prevention and Addiction Recovery:**
* **American Foundation for Suicide Prevention** – state-specific suicide statistics: <https://afsp.org/about-suicide/suicide-statistics/>
* [**Construction Industry Alliance for Suicide Prevention (CIASP)**:](https://preventconstructionsuicide.com/) >70 organizations have aligned with the Construction Financial Management Association (CFMA) to tackle suicide prevention –articles, links, and tools/resources:
	+ - 10 Questions Leaders Must Ask
		- 10 Steps Companies Can Take to Save Lives
		- Needs Assessment & Integration Checklist
	+ [**National Alliance on Mental Illness**](https://www.nami.org/home) – Library of fact sheets and infographics: <https://www.nami.org/Learn-More/Fact-Sheet-Library>
	+ [**Mental Health of America**](https://mhanational.org/mental-health-month)
	+ [**Suicide Prevention Resource Center**](https://www.sprc.org/)
	+ [**Mental Health First Aid**](https://www.mentalhealthfirstaid.org/population-focused-modules/workpla)
	+ [**Living Works-Training Programs**](https://www.livingworks.net/trainings)
	+ [**Construction Working Minds: Suicide Prevention in the Construction Workplace**](https://www.constructionworkingminds.org/)
	+ [**National Action Alliance for Suicide Prevention**](https://theactionalliance.org/)
	+ Construction Industry “10 Questions” for industry leaders can be found[**here**](https://theactionalliance.org/sites/default/files/constsuicprev10quesv5.pdf)
* Construction Industry action steps can be found[**here**](https://theactionalliance.org/sites/default/files/suicide_prevention_in_the_workplace_-_final.pdf)
1. **Employee Assistance Program** (EAP) -- Check what services are available with your company’s EAP. If no behavioral care or crisis support services are available, contact R3 Continuum to discuss services for telephonic or in-person counseling support (866/927-0184 or <https://r3continuum.com/>)
2. **Communicate with Local Unions to determine if there is a Member Assistance Program available to union members as part of the health and welfare benefit program.** Inquire if union members have access to behavioral health and crisis services. If not, consider including union employees in your company’s Employee Assistance Program.
3. **Perform outreach in your Local Community to learn about Local Mental Health and Suicide Prevention Resources.** Identify local providers who provide outreach, resources, and training, including:
	* **American Foundation for Suicide Prevention --** [**https://afsp.org/our-work/chapters/**](https://afsp.org/our-work/chapters/)
	* **County Health Departments**
4. **Incorporate Mental Health and Suicide Prevention in the company’s Wellness Program.**
	* **Sample Stand downs and Speakers.**
		1. <https://gbca.com/hard-hat-chat/stand-down-to-raise-awareness-about-substance-abuse-and-mental-health-issues-in-construction/>
		2. [The U.S. Air Force Has Ordered a One-Day Stand Down to Address a Growing Suicide Problem | Suicide Prevention Resource Center (sprc.org)](https://www.sprc.org/news/us-air-force-has-ordered-one-day-stand-down-address-growing-suicide-problem)
		3. [Speakers Bureau – Mental Health and Wellness (mhaw.org)](http://mhaw.org/services/request-a-speaker/)
	* **Tools for Stress Management and Worker Well-Being:**
		1. [Mental Health America Tools 2 Thrive Toolkit](https://mhanational.org/sites/default/files/Full%202021%20MHM%20Toolkit%20-%20Image%20Files%20Separate.pdf)
		2. [Addressing the Root of the Stress Problem in Construction](https://www.lhsfna.org/index.cfm/lifelines/september-2015/addressing-the-root-of-the-stress-problem-in-construction/)
		3. [National Safety Council](https://www.nsc.org/home)
		4. [Request a Free Opioids at Work Employer Kit](https://cloud.safe.nsc.org/rxemployerkit)
		5. [Building Resilience: Helping Workers Handle Stress for the Long Haul](https://www.shrm.org/resourcesandtools/hr-topics/people-managers/pages/building-resilient-workers-.aspx)
		6. [Five Ways Construction Workers Can Deal with Stress and Anxiety](https://www.constructionexec.com/article/five-ways-construction-employees-can-deal-with-stress-and-anxiety)
		7. Toolbox Talks: <https://www.constructionworkingminds.org/toolbox>
		8. SPANISH Resources: <https://www.constructionworkingminds.org/spanish-home>
5. **Company Newsletter** -- Add Mental Health organizations and Suicide Prevention crisis text lines logos and emergency contact numbers in your company newsletter.
6. **Suicide Prevention Posters – downloadable via** [www.preventconstructionsuicide.com](http://www.preventconstructionsuicide.com)in 2 different sizes:
	* English – 4 versions
	* Spanish – 4 versions
	* New one being created for October 2018 Women Build Nations Conference
7. **Wallet cards –** 2 separate versions forNational Suicide Prevention Lifeline (NSPL) and Crisis Text Line – artwork set-up is available for your printing: Precision Press in Issaquah, WA. Contact Jim Bowers) 425-883-4181 [www.precisionpress.com](http://www.precisionpress.com).
	* 2,000 Crisis Text Line cards for approx. $180
	* 1,000 National Suicide Prevention Lifeline cards (trifold) for approx. $260
8. **“The** **Importance of Storytelling in Messaging Suicide Prevention in the Workplace”–** Sample Situational Safety Conversation Starter. <https://constructionexec.com/article/the-importance-of-storytelling-in-messaging-suicide-prevention-in-the-workplace>
9. **Hardhat Stickers—** [www.stickermule.com](http://www.stickermule.com) website (pricing is best for large/bulk orders)
10. **New Hire Orientation Checklist** -- Incorporate Mental Health and Suicide Prevention intoyour process/checklist. Discuss your company’s Employee Assistance Program and distribute wallet cards to all new hires.
11. **Mental Health Assessment Resources/** **Self-Screening Tools** **—**Promoting these websites for at-home or private on-the-job mental health assessment, built specifically for construction workers, will connect workers to a free, confidential assessment and resources for taking personal action for mental health.
	* <https://screening.mentalhealthscreening.org/ciasp>
	* “Man Therapy” – self-screen for depression, anxiety, substance use and anger: <https://mantherapy.org/>
	* Help Yourself, Help Others Screening: <https://www.helpyourselfhelpothers.org/>
12. **Download National Safety Council Prescription Drug Employer Kit:** <http://safety.nsc.org/rxemployerkit> -- includes the guidebook *The Proactive Role Employers Can Take: Opioids in the Workplace* and other resources, including posters.
13. **Safer Homes Suicide Aware** – Download resource materials from Safer Homes Coalition in Washington state to share with your employees in newsletters or separately on limiting access and safely locking-up prescription medications and firearms. <https://depts.washington.edu/saferwa/resources/>
14. **Online Suicide Prevention Gatekeeper Training** – online course teaching the fundamentals of Question, Persuade and Refer from the QPR Institute: <https://qprinstitute.com/individual-training>. Additional (Free) Resources:
	* L.E.A.R.N. Suicide Prevention: [Forefront Suicide Prevention LEARN® Skills | Forefront (intheforefront.org)](https://intheforefront.org/learn-saves-lives/)
	* PreventionConstructionSuicide.com Video: [CIASP | Part 5 - Warning Signs and What to Do on Vimeo](https://vimeo.com/smallgiantsvideo/review/462751387/f75b93dc71?sort=lastUserActionEventDate&direction=desc)
15. **Critical Incident Debriefing Support – Pre-planning is a key to being prepared.**
	* Your company’s Employee Assistance program may have access to trained clinicians to lead sessions.
	* Some union locals have established relationships for facilitating critical incident debriefing sessions
	* Connect with R3 Continuum (866/927-0184 or <https://r3continuum.com/>) to discuss service options. This is a national provider formerly known as Crisis Care Network with a network of credentialed, licensed and trained clinicians available to be dispatched within 2 hours in most locations of the country.
16. **Postvention Support** **in the Event of a Suicide Loss**
* **American Foundation for Suicide Prevention** **–**Resources for Loss Survivors: <https://afsp.org/find-support/ive-lost-someone/resources-loss-survivors/>
* **National Action Alliance for Suicide Prevention** **–** A manager’s Guide to Suicide Postvention: <http://actionallianceforsuicideprevention.org/sites/actionallianceforsuicideprevention.org/files/Managers-Guidebook-To-Suicide-Postvention-Web.pdf>
1. **High Visibility Safety** **Vests** **with CIASP logo** -- Ordering Construction Industry Alliance for Suicide Prevention Vests – art work set-up is available for your printing with R&R Industries (Gayle Forsse) 800-234-5611 ext. 283 – ([www.rrind.com](http://www.rrind.com))