Suicidal Ideation

When to Take Action and What To Do



Suicidal Ideation:

Employees who report that they have had suicidal thoughts should be given a risk assessment.
If they are currently experiencing suicidal ideation, it is best to contact the EAP with them and have a case manager conduct the risk assessment. Contact Your EAP toll-free: **800-343-3822**.

If an employee refuses to speak to EAP and
cannot guarantee they will not take action to harm themselves, **call 911**.

Passive Suicidal Ideation vs. Active Suicidal Ideation

Passive suicidal ideation often is reported, and the client will usually make comments like: "I just wish I wasn't here anymore", or "I just want to give up". In cases like this, it is good to provide the EAP information to the employee and encourage them to call.

Active suicidal ideation may also be present. There are usually three components to this: plan, means, intent. If we can determine the risk level, we can help get the client connected to the appropriate service/resource.

If there are any active suicidal thoughts present, one option is to develop a safety plan with the client, or contact your EAP to warm-transfer the employee to a case manager for a risk assessment. EAP: **800-343-3822**.

Any employee who is assessed as being actively suicidal and who may refuse to contract for safety, or who may refuse services is subject to **ACTIVE INTERVENTION**. You should contact 911 for police and/or emergency personnel to send assistance for an employee who refuses services. You may also contact a family member or other party who may be able to assist in ensuring the safety of the employee.

800-343-3822
AM@alliancewp.com
www.AWPnow.com
*Your EAP is provided to you at **no cost** and is 100% **Confidential**.*

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Offer numbers for the EAP, **800-343-3822**, local crisis line, and National Suicide Prevention Lifeline, **800-273-8255**, and have them repeat their plan back to you.

Examples of questions and resources while developing a safety plan.

Passive

Employee says: "I just wish I wasn't here anymore"
HR Question: What's happening that makes you feel or think your life is not worth living?

Employee says: "I just want to give up"
HR Question: What would your circle of life look like if you gave up?

Active

Plan:
Can you describe your plan to take your life?

Means:
Do you have the ability to carry out your plan?

Intent:
Have you taken steps toward carrying out your plan?

- "Are you able to stay safe until your next counseling appointment?"
- "Can you list who you have in your life that can help support you when you are having suicidal thoughts?"
- "What activities can you engage in for the next few days that distract you and/or help you take care of yourself?"
- "Can you avoid the triggers/stressors/family members/friends that tend to lead to suicidal thoughts?"
- "Can a family member or friend help remove your guns/pills/sharp objects from your home?"
- "Do you think you would ever act on those thoughts or take action to harm yourself?"
- "Have you been touched/impacted by someone who completed suicide"

It is impossible to anticipate every scenario and how it will play out. That is why it is best to call EAP when in doubt. HR is not expected to determine risk of suicide all on their own.

Again, If the employee cannot give you a guarantee that he/she will not attempt suicide, **contact 911** or **the EAP** **immediately** to warm transfer them for a risk assessment.

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