



Suicide | *Tip sheet*

# Suicidal Statements: How to Support Employees

If you become aware that an employee has made a suicidal statement, it is important to take this seriously. Whether the statement is explicit or said in passing, at work or away from work, it is important to deal with this difficult and sensitive issue directly.

**If you are speaking with the employee who has made a suicidal statement:**

**First, feel free to get HR involved right away.**

**Find a private place to talk.** This could be in an HR or manager's office or a conference room.

**Tell the employee that you take this very seriously**, and that you are not personally trained to help them. You can say; "We have Lucet EAP with trained counselors who can help you and help us understand how we can help you. I'd like for you to talk to someone at Lucet. It's confidential". Take them to an available office and call the support line.

**When a Lucet EAP counselor answers, tell them your name and the company you work for.** Tell the counselor that you are with an employee who needs immediate assistance.

**Tell the employee that you would like permission to speak to the counselor** after they are done speaking so that you can understand what follow up or assistance is needed for the employee. Then, put the employee on the phone to speak with the counselor. If the employee would prefer that you leave the room at this point, please do so.

**When you get back on the phone with the counselor, ask what the next steps are.** The counselor will then tell you whatever the appropriate next steps would be, and whether the employee should go home. Please note – the Lucet counselor must protect confidentiality. You will not get personal information about the employee. However, if the employee has given permission, Lucet will give you some next steps to take. If there is immediate risk of harm, the counselor can break confidentiality to protect people's safety.

**OR – if the employee has already hung up, ask the employee what the Lucet counselor told them to do.** If the employee does not wish to discuss this, don't push it too hard – respect their privacy. (You can also call Lucet back and ask for whatever information and direction the counselor can give you.

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## If you hear second-hand of the suicidal statement:

Feel free to get HR involved.

Ask the employee to speak with you in a private office.

Ask the employee if they indeed made the suicidal statement.

If the employee says “no,” then tell him that someone thought he did, and if there were any problems that the employee was dealing with, he should call Lucet (give the employee a brochure).

If they say “yes,” then follow the procedure above.

You can always call **Lucet** and request a consultation about the situation.

## If you feel that the employee presents an imminent danger to others

First call the police, and they will send an officer or emergency personnel.

Try to keep the employee calm in a private office or conference room.

Keep the incident as low-key as possible.

## In all cases

Involve HR, even if it is simply notification that the incident has happened.

**Do NOT make any judgments.** All suicidal statements are to be taken seriously.

**Call Lucet.** Counselors are trained to help with mental health problems. They can help with the immediate situation, consult on how to handle remaining employees, and how to handle the employee coming back to work.

For further assistance our staff is available to speak with you privately, confidentially and at no charge as part of your benefit through Lucet.

◆ Your well-being is our priority.

Lucet EAP provides confidential support, counseling services and resources to help you overcome life challenges and live a happy, balanced life.

Call 800-624-5544 | Visit [eap.lucethealth.com](http://eap.lucethealth.com)



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