Suicide Prevention in the WORKPLACE

In South Dakota, 57% of the population is part of the working class, making workplaces a critical setting for suicide prevention. When workplaces take proactive steps — such as offering mental health training, promoting resources like the 988 Suicide & Crisis Lifeline and building a culture where it's safe to ask for help — they become part of the solution.

WARNING SIGNS

- Expression of thoughts or feelings about wanting to end their life.
- Expression of feelings of isolation, loneliness, hopelessness, or loss of self-esteem.
- Withdrawal from colleagues, decrease in work performance or difficulty completing tasks.
- Changes in behavior, such as restlessness, irritability, impulsivity, recklessness or aggression.
- Speaking about arranging end-of-life personal affairs such as making a will.
- Misuse of alcohol or other substances.
- Depressed mood or mentioning of previous suicidal behavior.
- Victim of bullying or harassment.

988
SUICIDE & CRISIS LIFELINE

HOW MANAGERS CAN TAKE ACTION

1. **Promote awareness of life-saving resources.** Display and share information about the 988 Suicide and Crisis Lifeline and Employee Assistance Program (EAP) resources in common areas, newsletters, websites and employee communications.
2. **Start the conversation.** Encourage open discussions about mental health and suicide prevention to reduce stigma and create a supportive workplace culture.
3. **Learn the warning signs and how to intervene.** Train managers and employees to recognize signs and equip staff with skills to respond. Free training can be requested on the Suicide Prevention Website.
4. **Be prepared to respond to a suicide death.** Create a plan for responding to and supporting employees after a suicide death, including grief resources and communications guidance.

RESOURCES

- If you or someone you know is experiencing mental health-related distress, suicide crisis, or substance use, **call, text, or chat 988**.
- Access expert guides for **Workplace Mental Health and Well-Being** and policy and response recommendations for **Mental Health Promotion and Suicide Prevention in the Workplace** by scanning the QR code on the right.
- **The South Dakota Suicide Prevention (SDSP) website serves as a resource hub** for those seeking help, data, and free suicide prevention training and materials. To learn more about suicide prevention in the workplace, go to https://www. sdsuicideprevention.org/risks/workforce or scan the QR code on the right.

South Dakota's workforce accounted for

79%

of suicide deaths in 2024.

Suicide is among the

TOP 10

leading causes of deaths for the working class.

Workforce suicide deaths **increased by**

12%

in South Dakota (2015-2024).

SDSP
SOUTH DAKOTA
SUICIDE PREVENTION

SDSuicidePrevention.org

988 Call. Text. Chat.