



Cheyenne Regional  
Medical Center

# Suicide Awareness and Response Guide for Employers and Supervisors

Zero Suicide Committee



# Warning Signs of Suicide

## TALKING ABOUT:



- ▷ Wanting to die
- ▷ Great guilt or shame
- ▷ Being a burden to others

## FEELING:



- ▷ Empty, hopeless, trapped, or having no reason to live
- ▷ Extremely sad, more anxious, agitated, or full of rage
- ▷ Unbearable emotional or physical pain

## CHANGING BEHAVIOR, SUCH AS:



- ▷ Making a plan or researching ways to die
- ▷ Withdrawing from friends, saying good bye, giving away important items, or making a will
- ▷ Taking dangerous risks such as driving extremely fast
- ▷ Displaying extreme mood swings
- ▷ Eating or sleeping more or less
- ▷ Using drugs or alcohol more often



# Warning Signs of Suicide

## Talk

- Killing themselves
- Feeling hopeless
- Having no reason to live
- Being a burden to others
- Feeling trapped
- Unbearable pain

## Mood

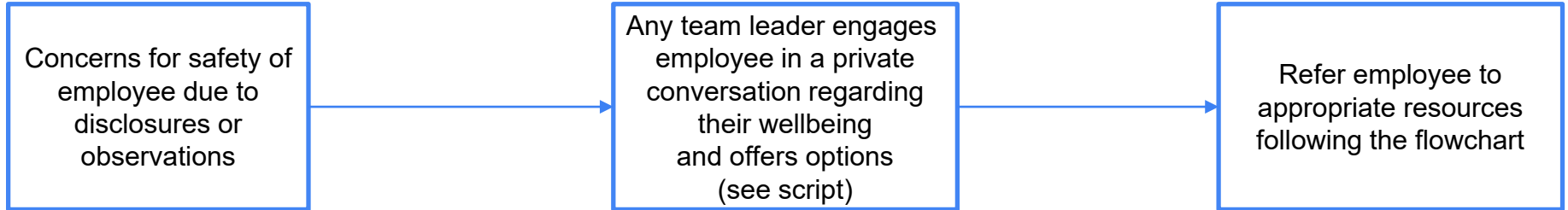
- Depression or anxiety
- Loss of interest
- Irritability
- Humiliation/shame
- Agitation/anger
- Relief/sudden improvement



# Warning Signs of Suicide

**Behaviors**, especially if related to a painful event, loss, or change:

- Increased use of alcohol or drugs
- Looking for ways to end their lives, such as searching online for methods
- Withdrawing from activities or isolating from family/friends
- Sleeping too much or too little
- Visiting or calling people to say goodbye
- Giving away prized possessions
- Aggression
- Fatigue



Respect employee confidentiality and privacy.



# Asking About Suicide

- If in doubt, **do not wait**, ask the question
- Ask the question **openly** and **directly**
  - Are you thinking about suicide? Are you thinking about killing yourself?
  - If you are unable to ask the question, find someone who will
- Be non-judgmental and willing to listen
- Get help from people specializing in crisis intervention and suicide prevention using the included Response Guide flowchart and Crisis Resource list



# Script

The supervisor can say,

“I am here to help. We value you and care about your well-being. To support you, we have resources that we can access now to help you manage the distress you are currently experiencing.”

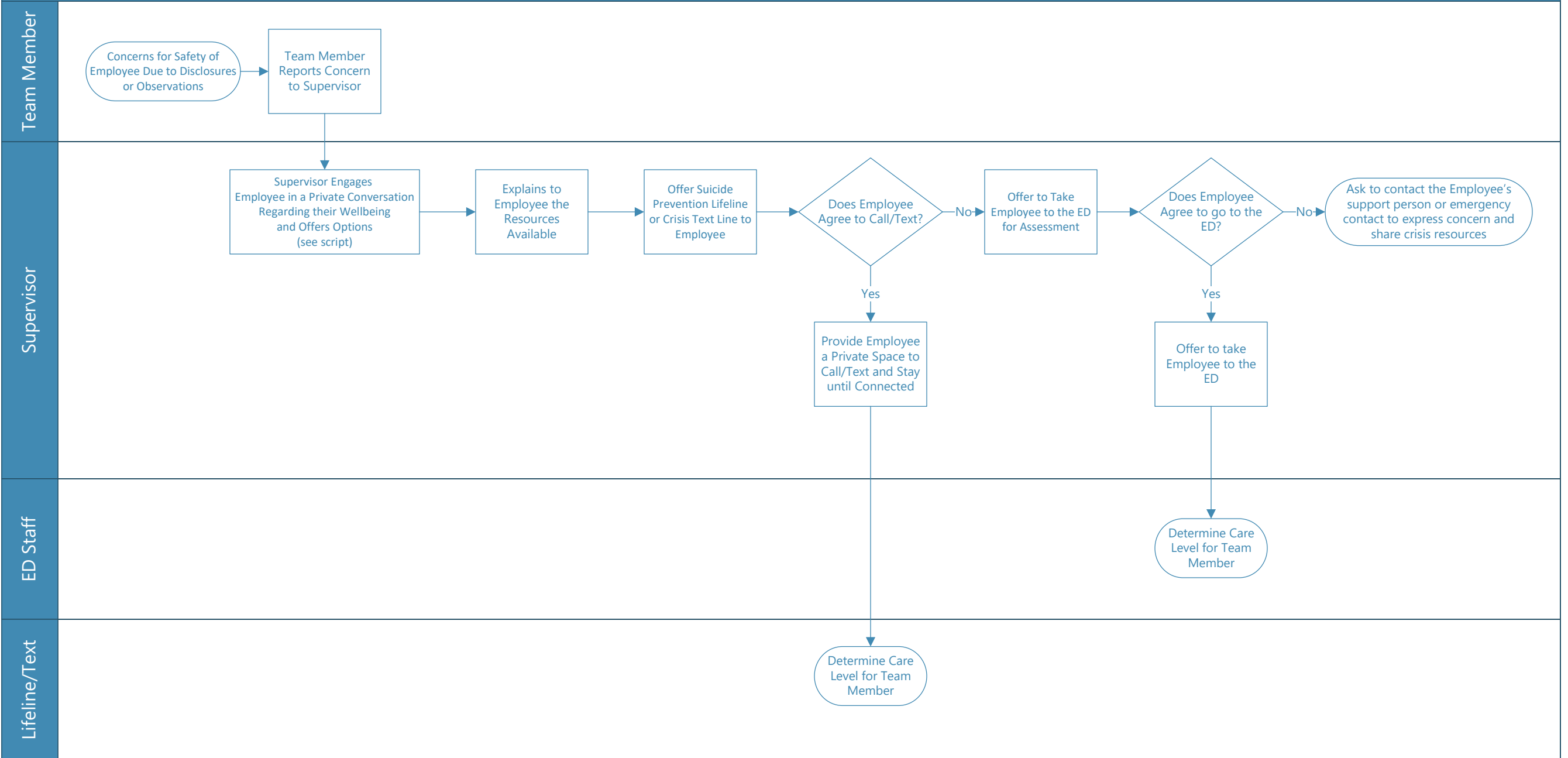
**Option 1: National Suicide Prevention Lifeline/Crisis Text Line\***

“I have the National Suicide Prevention Lifeline and Crisis Text line\* information. These are confidential conversations that are not monitored by your team leader/manager or employer. These numbers enable you to talk to a licensed professional that will provide help.”

**Option 2: Go to Emergency Department for assessment**

“Your wellness is important to our team; will you go with me to the Emergency Department to seek help? If you would like additional privacy, you can ask to be registered as private so your name is not on the bed boards.”

\*Employers may also offer an Employee Assistance Program (EAP), if available



Concerns for Safety of Employee Due to Disclosures or Observations

Team Member Reports Concern to Supervisor

Supervisor Engages Employee in a Private Conversation Regarding their Wellbeing and Offers Options (see script)

Explains to Employee the Resources Available

Offer Suicide Prevention Lifeline or Crisis Text Line to Employee

Does Employee Agree to Call/Text?

Offer to Take Employee to the ED for Assessment

Does Employee Agree to go to the ED?

Ask to contact the Employee's support person or emergency contact to express concern and share crisis resources

Provide Employee a Private Space to Call/Text and Stay until Connected

Offer to take Employee to the ED

Determine Care Level for Team Member

Determine Care Level for Team Member





# Welfare Checks

Local law enforcement should be called when the person:

- Reports a plan and intent
- Refuses to make a safety plan or allow you to call a loved one or emergency contact
- Denies or is not able to acknowledge that they are safe or are not going to kill themselves
- Unable to reach the person for 2 hours



# Crisis Resources

- [National Suicide Prevention Lifeline](#) 1-800-273-8255 (TALK) or [Lifeline Chat](#)
- [Crisis Text Line](#)
- Text “WYO” to 741741
- Employee Assistance Program (EAP), if available
- 911 or local law enforcement



# Training Opportunities

- Question, Persuade, Refer (QPR)
  - <https://health.wyo.gov/publichealth/prevention/wivpp/suicide-prevention/wyoming-qpr-initiative/>
- Contact your local Community Prevention Specialist
  - <https://health.wyo.gov/publichealth/prevention/community-prevention/>



# Resources

- Suicide Lifeline: 1-800-273-8255 (TALK)
- Wyoming Crisis Text Line: Text “WYO” to 741-741
- Veterans Crisis Line: 1-800-273-8255, press 1
- Volunteers of America, Northern Rockies: 307-634-9653
- Healthworks: 307-635-3618
- CRMC BHS: 307-633-7382
- 911 or local law enforcement
- [The Trevor Project](#)
- [Grace for 2 Brothers Foundation](#)



Wyoming Institute  
of Population Health

Building bridges between health care delivery  
systems, patients, and communities

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