



Policy Statement:

This policy provides guidelines and parameters in dealing with Employees who are at risk of suicide.

Principles

- Staff members take all suicide threats by Employees referred to Rehabilitation Services seriously

Guidelines

1. Rehabilitation Services ensures that all staff members understand their role and the limits of involvement in working with Employees who may be at suicide risk
2. Rehabilitation Services does not provide crisis intervention services
3. Rehabilitation Services refers Employees at risk of suicide to appropriate suicide prevention resources and support services
4. Rehabilitation Services staff members are supported in self-care and provided with access to services during and after dealing with Employees who are at risk of suicide

Practice

- 1) Rehabilitation Services provides education and information to staff necessary to address situations with Employees who are at risk of suicide
 - a) Staff members have information about resources available for Employees at risk for suicide
 - b) Intervention is limited to referring Employees to resources that are skilled at preventing suicide

- 2) Rehabilitation Services' staff:
 - a) Are not expected to diagnose suicide risk but to identify symptoms consistent with suicide risk
 - b) Ask the Employee directly about suicide and when in doubt, err on the side of caution
 - c) Recognize personal and professional limits
 - d) Debrief with colleagues and supervisors after suicide threats and take care of their own mental health needs

Definitions

- **Employee** – Employees of HBT's member employers who are covered by the HBT LTD Plan (plus the HSA LTD Trusts)