



September is **Suicide Prevention Month**, a time to raise awareness, foster hope, and take action to support mental health in the workplace. As part of your organization's commitment to employee health and wellbeing, this is an opportunity to reinforce the importance of emotional support and access to care.

Suicide is preventable—and every conversation, resource, and act of compassion can make a difference.

Here are ways your organization can support employees this month and beyond:

Promote Mental Health Resources:

Employers have a unique opportunity to connect employees with life-changing—and potentially life-saving—support. Promoting mental health resources means going beyond simply offering benefits; it involves actively communicating what's available, how to access it, and why it matters. This includes Employee Assistance Programs (EAPs), virtual therapy platforms, crisis hotlines, and wellbeing apps. Clear, consistent messaging across internal channels—like intranet pages, newsletters, and team meetings—can help normalize the use of these services and reduce the stigma that often prevents people from seeking help. When employees know where to turn and feel safe doing so, they're more likely to get the support they need.

Create a Culture of Care:

A culture of care is one where mental health is not just acknowledged but prioritized. It starts with leadership setting the tone—**openly discussing** mental health, modeling vulnerability, and encouraging empathy across all levels of the organization. Employers can foster this culture by integrating mental health into broader wellbeing initiatives, offering peer support programs, and creating safe spaces for dialogue. When employees feel seen, heard, and supported, they're more likely to speak up when they're struggling—and more likely to support others who are. This cultural shift is essential to long-term suicide prevention and overall workforce resilience.

Share Life-Saving Information:

Information is power—especially when it comes to suicide prevention. Employers should regularly share clear, accessible information about crisis resources such as the 988 Suicide & Crisis Lifeline, the NAMI HelpLine, and other national or local support services. This can be done through posters, digital signage, email campaigns, and wellness newsletters. It's also important to educate employees on how to **recognize signs of distress in themselves and others**, and what steps to take when someone may be at risk. By making this information visible and actionable, employers help ensure that no one feels alone or unsure of where to turn in a moment of crisis.

Empower Managers:

Managers are often the first to notice when an employee is struggling, making them a critical line of support. Empowering managers means equipping them with training such as Mental Health First Aid, tools, and confidence to respond with empathy and effectiveness. This includes education on mental health warning signs, how to initiate supportive conversations, and when to refer someone to professional help. It also means encouraging regular check-ins that go beyond performance to include wellbeing. When managers are prepared and supported, they can help create a psychologically safe environment where employees feel comfortable being honest about their mental health.

Suicidal thoughts can affect anyone. Each year, 1 in 20 U.S. adults experience serious thoughts of suicide. These are more than statistics—they represent real people, including colleagues, friends, and loved ones.

Let's replace silence with support, stigma with understanding, and fear with hope. Suicide is preventable—and every conversation, resource, and act of compassion can make a difference.

Let's work together to build a workplace where every employee feels safe, supported, and valued—not just in September, but every day.

If You or Someone You Know Needs Help:

- **Call, text, or chat 988** — the Suicide & Crisis Lifeline, available 24/7.
- **NAMI HelpLine:** Call 800-950-6264, text "NAMI" to 62640, or email helpline@nami.org.
- **LGBTQ+ Support:** Contact the Trevor Project at 1-866-488-7386 or visit thetrevorproject.org.
- **Employee Assistance Program (EAP):** You have confidential counseling and support that is available 24/7.
- Find free or reduced-cost resources like food, housing, financial assistance, health care, and more. findhelp.org