

# Supporting Employees After a Suicide: Mapping Your Workplace Plan

Ensuring that your workplace has a plan for suicide postvention is important for supporting employees and promoting healing. The first step to a compassionate workplace response is proper notification of the suicide. After notification, the route below designates important steps to incorporate into your suicide postvention plan.



After receiving verification of a suicide, coordinate immediate notification to employees. Consult guidelines to confirm compliance with confidentiality requirements. Ensure communication is factual and includes accurate information.



Provide information on common reactions following a suicide loss, suggestions for self care, and resources for employees.



**Consider ways to mourn collectively to promote healing. Allow employees to come together to process the loss to facilitate workplace emotional support. Offer practical support like time off and meal coordination to the family.**



**Reach out to family members to offer workplace condolences. Provide information about employee assistance programs and targeted support to employees that are impacted by the loss.**



**Plan and execute strategies to offer long-term support to facilitate the ongoing grieving process. Consider anniversaries, holidays, and other workplace events that might be especially challenging. Continually evaluate and revise your plan.**

### **Acknowledgments:**



U.S. Department of Veterans Affairs & Rocky Mountain MIRECC  
<https://www.mirecc.va.gov/visn19/postvention>

Reference: The Workplace Postvention Taskforce of the American Association of Suicidology & The Workplace Task Force of the National Action Alliance for Suicide Prevention (2013).  
A manager's guide to suicide postvention in the workplace. Retrieved from:  
<https://theactionalliance.org/sites/default/files/managers-guidebook-to-suicide-postvention-web.pdf>