

# 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

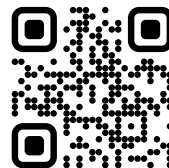
- Expression of thoughts or feelings about wanting to end their life.
- Expression of feelings of isolation, loneliness, hopelessness, or loss of self-esteem.
- Withdrawal from colleagues, decrease in work performance or difficulty completing tasks.
- Changes in behavior, such as restlessness, irritability, 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.

## 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.
- [SDSuicidePrevention.org](https://SDSuicidePrevention.org) 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 [SDSuicidePrevention.org/Risks/Workforce](https://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).



**988**  
SUICIDE & CRISIS LIFELINE

Content was developed in partnership with the South Dakota Departments of Health and Social Services, Division of Behavioral Health. For more information, visit [LetsBeClearSD.com](https://LetsBeClearSD.com).

