



# CONSTRUCTION SUICIDE PREVENTION: SIMPLIFIED NEEDS ANALYSIS & IMPLEMENTATION TOOL



This simplified tool supports construction companies in evaluating and improving how they address mental health and suicide prevention across five key areas, guided by the CIASPSTAND Pledge.

Start small. Start now. Integration beats isolation. This is safety.

## STAND FRAMEWORK

Principle	Goal
<b>Safe</b>	Foster a caring culture where it's safe to ask for help.
<b>Training</b>	Equip all employees to recognize and respond to warning signs.
<b>Awareness</b>	Normalize mental health conversations across all communication.
<b>Normalize</b>	Make suicide prevention a standard part of safety and wellness.
<b>Decrease</b>	Reduce risk through access, planning and support at every level.

## KEY QUESTIONS & ACTION STEPS

Use these with leadership teams to assess current efforts and identify opportunities for improvement.

### SAFE | Psychological Safety & Supportive Culture

- Does leadership model care and support during crises?
- Do company policies support employees seeking help?
- Are personal and family needs considered in scheduling?
- **Action Ideas:** Train HR on ADA/HIPAA, revise punitive policies, foster team relationships.

### TRAINING | Mental Health Literacy & Crisis Response

- Are all employees trained in suicide prevention?
- Do managers recognize warning signs and know the referral process?
- Are employees educated about their mental health benefits and EAP?
- Action Ideas:

Provide wallet cards, use real-world scenarios, make benefits easy to access.

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## **AWARENESS | Consistent Messaging**

- Is mental health included in toolbox talks and orientations?
- Do family members get resources and support?
- Are opioid risks and community involvement part of the conversation?
- Action Ideas: Add mental health facts to newsletters, join community events, and build in toolbox talks.

## **NORMALIZE | Culture Shift**

- Is mental health addressed in safety meetings and policies?
- Is confidentiality emphasized?
- Are employees with mental health conditions treated equitably?
- Action Ideas: Appoint internal champions, run anonymous surveys, and include in DEI and harassment trainings.

## **DECREASE | Risk Reduction Plans**

- Do return-to-work and post-incident protocols address mental health?
- Is there a postvention plan if suicide occurs?
- Are leaders supported under project pressure?
- Action Ideas: Include mental health in incident debriefs, build a zero-suicide safety goal, and review opioid protocols.

# **IMPLEMENTATION TIPS**

**Start small:** Choose one priority action and build momentum.

**Make it visible:** Communicate your commitment in safety meetings and leadership communications.

**Assign ownership:** Name who is responsible and who else should be involved.

**Review quarterly:** Use the self-assessment tool regularly to track integration progress.

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