

- Have at least one employee trained in Mental Health First Aid (MHFA). MHFA is an internationally recognized course developed by the Mental Health Commission of Canada and teaches individuals how to recognize and respond to mental distress as a first aider. For more information on MHFA visit www.mentalhealthfirstaid.ca.
- Schedule workplace mental wellness activities such as workshops on work-life balance, managing stress, self compassion, workplace bullying, addictions, depression, mindful practices, suicide prevention, and mental health.
- Become involved in World Suicide Prevention Day (WSPD) every Sept. 10th. To learn more about WSPD, contact your local suicide prevention network, or visit CASP's website at www.suicideprevention.ca.
- Familiarize yourself with resources on suicide bereavement such as "A Manager's Guide to Suicide postvention in the Workplace-10 Action Steps for Dealing with the Aftermath of a Suicide". To download a copy visit www.suicidology.org.

To make a pledge to become a suicide safer workplace, complete the attached form and return to CASP at:

Canadian Association for Suicide Prevention
870 Portage Avenue
Winnipeg, Manitoba R3G 0P1
casp@casp-acps.ca
casp@suicideprevention.ca

**Winnipeg
Suicide Prevention
Network**

There is no cost to make the pledge. We do encourage workplaces to consider becoming a member and supporter of CASP. Companies participating in this initiative may be asked to complete a simple on line survey each year and will have their names listed on CASP's website.

Let's do this together. Together we can make a difference. You can make a difference in the lives of the people you work with and their families.

Name of Company:

Address:

Postal Code:

Company Email Address:

Company Phone Number:

Name Contact Person:

Email Address:

Phone Number:

Fax Number:

By completing this form we are declaring our intention to do all we can to promote resiliency and mental wellness within our workforce. We also understand that our company name might be included in a list of companies that have made this pledge and will be posted on CASP's website.

- Yes I wish to become a member of CASP. (Cost of membership is \$150.00. CASP membership is not a condition of participation.)

Hope and Resiliency at Work



You can make a difference.....



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Human suffering is inevitable, but frequently unspoken and often overlooked by many organizations and workplaces. Sometimes the work of the organization itself becomes painful, while at other times pain comes from tragic and unexpected events in employees' lives. Pain and compassion are not separate from doing the work of a business and workplaces can be "sites of everyday healing" (Compassion Lab). Every workplace should recognize the human suffering in their midst. Being a compassionate organization and employer requires that we notice another's pain, and respond in some way with a genuine desire to ease their suffering.

Recent research suggests that [more compassionate workplaces](#) reap substantive benefits when it comes to employee wellness, creative problem solving, productivity, and the bottom line (Greater Good Science Center).

In extreme cases overwhelming pain, sadness and hopelessness can lead to suicide. Every year almost 4,000 Canadians die by suicide. Suicide is the leading cause of injury related death in Canada. Men and women of working age represent one of the highest risk groups for suicide. Most suicides are preventable with caring, compassion and community. For many that community is their work place.

Perhaps your workplace has known the tragedy of suicide. Many, if not most people have been touched in some way by the trauma of suicide. Family and friends often suffer silently and are also twice as likely to themselves experience thoughts of suicide after experiencing a loss by suicide. However, when we work together, suicides can be prevented. Suicide prevention is everybody's business.

There is a well established connection between promoting good mental health and preventing injury on the job. When people experience good mental health they are safer at work, more productive, resilient, and hopeful in their personal lives, and less likely to be at risk of suicide or workplace related injuries.

Workplaces play an essential role in promoting healing, mental health and suicide prevention. As an employer who strives to be compassionate and is concerned for the wellbeing and safety of its employees, the Canadian Association for Suicide Prevention (CASP) hopes you will become a partner in promoting hope and resiliency among the people you work with and become a suicide and psychologically safer workplace. It's really quite simple. The effort is minimal, the investment small, and

the return enormous. You could help save a life and that is priceless.

Make a difference by addressing the stigma of mental health and suicide, encourage help-seeking behavior and work towards creating a psychologically safe work environment where people feel comfortable coming forward with mental health concerns. We are asking you to support the mental wellness of your employees and suicide prevention by making a commitment to become a suicide safer workplace. Workplaces that make this pledge will receive a certificate recognizing their commitment to suicide prevention that we hope you will proudly display. This certificate sends a powerful message telling people that you value your workforce and believe there is hope for people when they experience mental health difficulties or thoughts of suicide.

In 2013 the Mental Health Commission of Canada commissioned "Psychological health and safety in the workplace – Prevention, promotion and guidance to staged implementation" national standards to develop and sustain a psychologically healthy and safe workplace. To obtain a copy of these standards visit the Canadian Standards Association at www.csagroup.org.

So what do you need to do? It's really very simple. We ask that you complete some simple tasks. The tasks are:

- *Recognize mental wellness and suicide prevention as a health and safety priority. Identify a suicide prevention/mental wellness champion or leader in your workplace. Perhaps your Health and Safety Committee could take on this task and role.*
- *Develop a strategy to be a psychologically safer workplace. Familiarize yourself with the resources available through the Great West Life Centre for Mental Health in the Workplace, and visit www.workplacestrategiesformentalhealth.com.*
- *Develop a strategy to enhance your capacity to be a compassionate work place. To learn more about being a compassionate organization visit www.compassionlab.com. Take the Compassionate Organizations Quiz by going to www.greatergood.berkeley.edu.*

- *Have posters promoting your local crisis/distress line displayed in public areas such as reception areas, lunch rooms, washrooms, etc. Blank posters can be downloaded from CASP's website at www.suicideprevention.ca and the phone number for your local distress/crisis line can be inserted.*

- *Provide employees with CASP's "Know When to Ask about Suicide and What to Do" information card. These information cards can be ordered from CASP's national office at casp@casp-acps.ca or downloaded from the CASP website at www.suicideprevention.ca.*

- *Provide employees with help cards that have the phone number for your local crisis/distress line. If your local crisis/distress line does not have help cards, blank help cards can be downloaded from CASP's website at www.suicideprevention.ca.*

- *Provide employees with information on stress and de-stressing. Publications such as "Calm in the Storm – Coping with the Stresses of Life" can be downloaded from CASP's website at www.suicideprevention.ca or at www.de-stress.ca.*

- *Provide employees with "De-Stress" help cards. The De-Stress help card promotes the website www.de-stress.ca, which provides important information on stress and how to de-stress.*

- *Provide employees with information on mental health such as "Are You Ok? A 4 Step Approach to Being Mentally Healthy," "Calm in the Storm – Coping with the Stresses of Life" and "Everyperson's Guide to Self Compassion". These resources can be downloaded from CASP's website at www.suicideprevention.ca.*

- *Have at least one employee, perhaps someone with human resources responsibilities, trained in ASIST. (ASIST is an internationally recognized two-day suicide prevention training developed by Livingworks, www.livingworks.net.)*

- *Offer training to employees on safeTALK. SafeTALK is a three-hour training developed by Livingworks that prepares anyone over the age of 15 to identify persons with thoughts of suicide and connect them to suicide first aid resources. For more information on safeTALK, visit www.livingworks.net.*