

SUICIDE RISK RESPONSE

SUICIDE PREPAREDNESS PART 2 OF 3



JOHN DEERE

ASSESSING AND RESPONDING TO SUICIDE RISK

If **anyone is threatening suicide and is uncooperative** (refusing on-site assistance or other support, or leaving the facility unaccompanied by someone who can provide assistance and support), call 911 and report that an individual left the facility threatening self-harm.

*** For information about the Company's commitment to maintaining a safe work environment for all employees, and how we address situations involving employees making threats or causing harm to others, please refer to the information found in the Company's [Global Workplace Violence Prevention and Intervention Policy](#). ***

*** If you are a manager and you are not comfortable talking to your employee(s) about this topic without assistance, please connect with your local Human Resources (HR), Labor Relations (LR)/Employee Relations (ER), and/or Occupational Health representatives. ***

THE ALGEE METHOD:

The "ALGEE Method" can be used to help assess and respond to suicide risk.

- Assess for risk of suicide or harm
 - [Possible warning signs](#)



Assess for risk of suicide or harm

- If you are worried about someone and want to talk to them about it, carefully consider the time and place that you will APPROACH them about it
- ASSESS for signs of criteria, and ASSIST the person if they are in crisis



Listen nonjudgmentally

- A person experiencing a mental health problem needs to be able to talk without feeling judged
- LISTEN non-judgmentally and show the person that you care



Give reassurance and information

- Give the person whatever SUPPORT you are able to, whether emotional or practical
- Give the person INFORMATION that can help them understand what they are experiencing



Encourage appropriate professional help

- Mental health problems can be effectively treated with both medical and psychological therapies
- ENCOURAGE the person to speak to their doctor or a mental health professional about what they have been experiencing



Encourage self-help and other support strategies

- ENCOURAGE the person to use self-help strategies and to avoid alcohol or other drugs to cope
- ENCOURAGE the person to seek the support of family, friends and others

TRIAGE:

- If **Occ Health is available on-site**: Call your onsite [Occ Health clinic](#), especially if this is a **moderate to extreme** situation. The Occ Health staff will manage the individual and assist with securing the appropriate care and disposition of the individual.
- If **Occ Health is NOT available on-site**: This depends on the severity of the situation and the comfort level of those involved. If they are **severe to extreme** on the risk chart, it is best to get others involved.

If the individual is cooperative, remove them from the general area to a more private place and stay with them while you assist with securing appropriate care – calling 911 for assistance is the general response if you do not have any other resources available. 911 Emergency Services will take over and determine the appropriate response for the individual.

- If an individual comes to you and they tell you they are depressed and having thoughts of self-harm, additional resources are available by calling the numbers below for advice or helping the individual call these resources directly:
 - **LiveWellWorkwell: 24/7 EAP # (888) 533-7311**
 - **National Suicide Prevention Lifeline: call 988 or text 741-741**
 - [John Deere well-being site](#)

Suggested questions to ask:

- I'm concerned about your well-being. How are you from a work/stress perspective?
- You seem to be a bit down/upset/under pressure/frustrated/angry. Is everything okay?
- I've noticed you've been arriving late recently, and I wondered if you're okay?
- I've noticed the reports are late when they usually are not. Is everything okay?
- Is there anything I can do to help?
- What would you like to happen? How?
- What support do you think might help?
- Have you contacted anyone or looked for help anywhere else?
- Are you able to do your job safely?

Suggested questions to avoid:

- You're clearly struggling. What's up?
- Why can't you just get your act together?
- What do you expect me to do about it?
- Your performance is really unacceptable right now – what's going on?
- Everyone else is in the same boat and they're okay. Why aren't you?
- Who do you expect to pick up all the work that you can't manage?
- Can't you just worry about your work first? You signed up for this.
- Are you taking any prescription medications?
- Are you genetically prone to have mental health problems?
- Do you have a disability?

ASKING ABOUT DISABILITIES UNDER THE ADA

All the above “suggested question to ask” are allowed under the Americans with Disabilities Act (“ADA”). In response to these questions, an employee might share that they are having difficulty performing their job duties because of a medical condition or disability. Any time an employee informs their manager and/or HR or LR about a disability, or if an employee appears to be having difficulty performing their job duties because of a medical condition, the manager and HR or LR may ask for more information about the employee’s condition. For more information, please refer to the Company’s Global Policy Against Discrimination & Harassment, [U.S. Appendix: Reasonable Accommodations of a “Disability.”](#)

SUICIDE PREVENTION RESOURCES

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| <p><u>National Suicide Prevention Lifeline</u></p> | <p>The national crisis line for mental health and/or suicide crisis. Callers are connected with a professional nearby who will talk with them about what they are feeling or concerns for other family and friends. Call the toll-free lifeline 24/7.</p> | <p>CALL: 988 TEXT: 741-741</p> |
| <p><u>Live and Work Well - Optum</u></p> | <p>24/7 Employee Assistance Program that provides support and resources to help you and your family. LiveWell WorkWell is a part of our John Deere benefits.</p> <p>Salaried employees receive eight free counseling sessions per mental health issue. Wage employees receive eight free sessions. Any therapy visits beyond eight would be paid through their behavioral health benefits.</p> | <p>CALL: 1-888-533-7311</p> <p>WEBSITE: LiveWell WorkWell</p> <p>Access Code: DEERE</p> |
| <p><u>Deere Employee Wellbeing Site</u></p> | <p>This site provides resources to help maintain and support your physical and emotional health for the long term. From preventive health and managing a range of chronic and other conditions, to personalized health programming, fitness options, and more, this website is designed to answer — and offer solutions to — a wealth of health and wellbeing needs.</p> | <p>CALL: 1-888-533-3731</p> <p>Nurses available 24/7 Advocates available Monday - Friday 7 a.m. to 10 p.m. CST</p> |
| <p><u>American Foundation for Suicide Prevention</u></p> | <p>The AFSP provides support to those who have lost (or almost lost) someone to suicide. It has chapters in each of the 50 states and aims to be an advocate for life and “to take action against this leading cause of death.”</p> | <p>CALL: 1-888-333-2377 EMAIL: info@afsp.org</p> |
| <p><u>Centers for Disease Control and Prevention: Division of Mental Health</u></p> | <p>The CDC is the United States’ health protection agency. It conducts research and provides educational information to the nation and beyond to protect and save lives. It takes “a public health approach to mental health” to study and prevent mental illness.</p> | <p>CALL: 1-800-232-4636</p> |
| <p><u>The Trevor Project</u></p> | <p>Trained counselors available 24/7 to support youth who are in crisis, feeling suicidal, or in need of a safe and judgment-free place to talk. Specializing in supporting the LGBTQI+ community.</p> | <p>CALL: 1-866-488-7386 Text “START” to 678-678</p> |
| <p><u>National Alliance on Mental Illness (NAMI)</u></p> | <p>NAMI is the United States’ biggest grassroots mental health organization. It educates the population on mental illness with its education programs across the country. The alliance advocates mental health and runs the NAMI HelpLine.</p> | <p>CALL: 1-800-950-6264</p> <p>NAMI HelpLine: https://www.nami.org/help</p> |
| <p><u>Military OneSource</u></p> | <p>This organization provides free, confidential, non-medical counseling 24/7 to veterans coping with PTSD. Counselors can refer service members to services in their local community or provide support via face-to-face, online, or phone consultations.</p> | <p>CALL: 1-800-342-9647</p> <p>Live chat</p> |

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