


Legal Employers' Guide to Understanding and Preventing Suicide and Other Mental Health Emergencies



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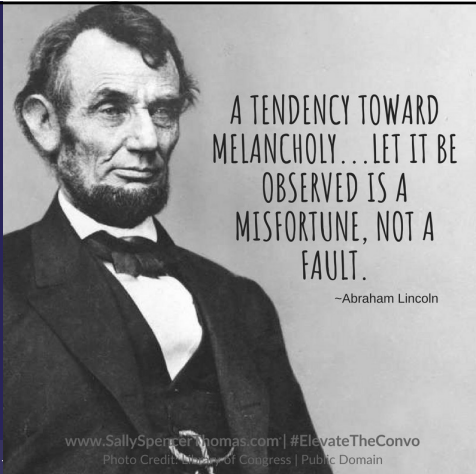
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DR. SALLY

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Can you guess who this is?

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A TENDENCY TOWARD MELANCHOLY... LET IT BE OBSERVED IS A MISFORTUNE, NOT A FAULT.

-Abraham Lincoln

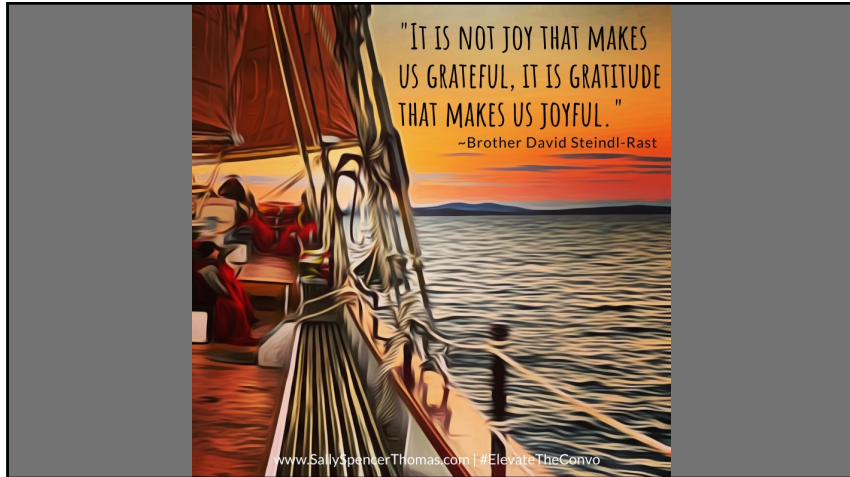
www.SallySpencerThomas.com | #ElevateTheConvo
Photo Credit: Library of Congress | Public Domain

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A collage of three photographs: a black and white photo of a young couple smiling, a photo of a panel discussion at a 'HEALTH FORUM' with a 'Mental Health' logo, and a photo of Sally Spencer-Thomas speaking at a podium with a 'White House Challenge' logo.

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Goals

- 01** To list at least three reasons why proactive workplace mental health promotion and suicide prevention matter.
- 02** To describe the "National Guidelines for Workplace Suicide Prevention"
- 03** To apply Joiner's suicide risk model to the experiences of someone in the legal profession.

30-Day Action Step Commitment

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Trends in Legal Profession

The legal profession is facing a mental health crisis, with increasing rates of anxiety, depression, and suicide among lawyers.

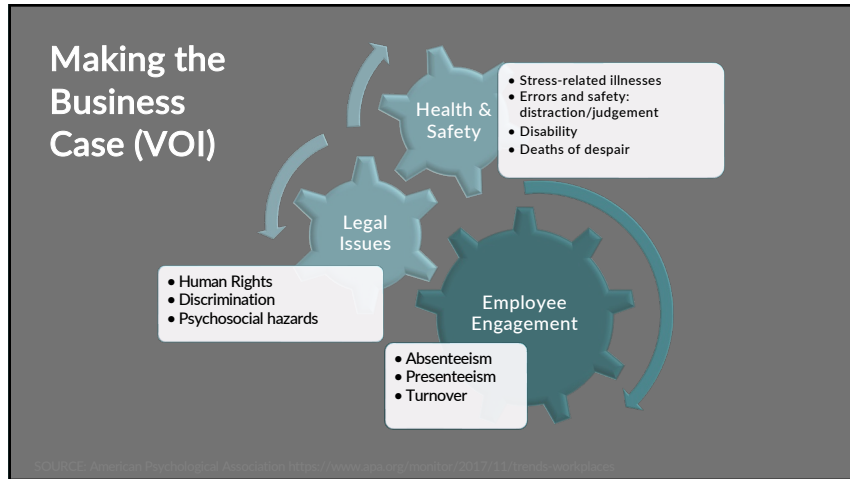
- 38.27% of legal practitioners reported **depression** in 2023, up from 31.17% in 2019
- 71.10% of legal practitioners reported **anxiety** in 2023, up from 63.95% in 2019
- 49.31% of legal practitioners reported **substance abuse** in 2023, up from 41.19% in 2019
- 15% of respondents said they had **contemplated suicide** in 2023
- 15% of respondents said they knew someone in the legal profession who **died by suicide** in the past two years

<https://laterallink.com/lawyer-mental-health-crisis-unveiling-2023-data-trends-and-essential-resources-for-building-healthier-legal-careers/#:~:text=Mental%20health%20struggles%2C%20specifically%20depression,for%20better%20mental%20health%20management,https://www.abajournal.com/news/article/mental-health-initiatives-arent-our-hope-lawyer-stress-and-anxiety-new-study-shows#:~:text=Despite%20increasing%20focus%0on%20mental,from%20nearly%2015%25%20last%20year>

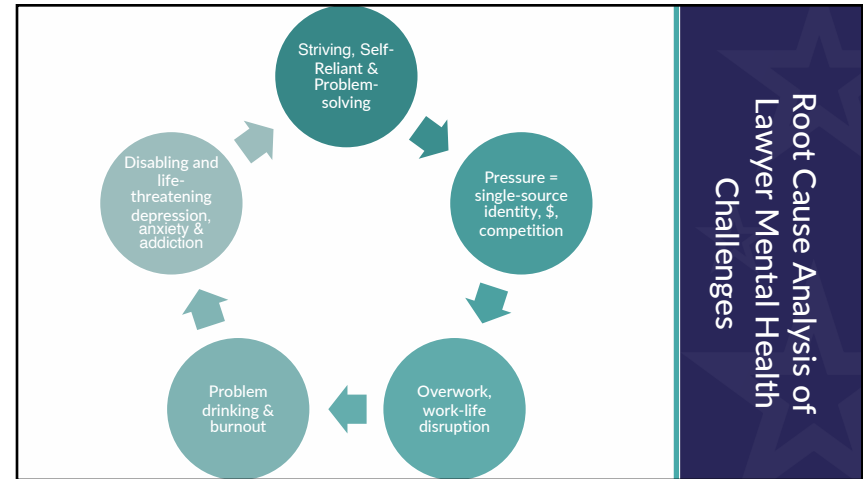
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Have you been impacted by mental health, addiction, overdose, or suicide?

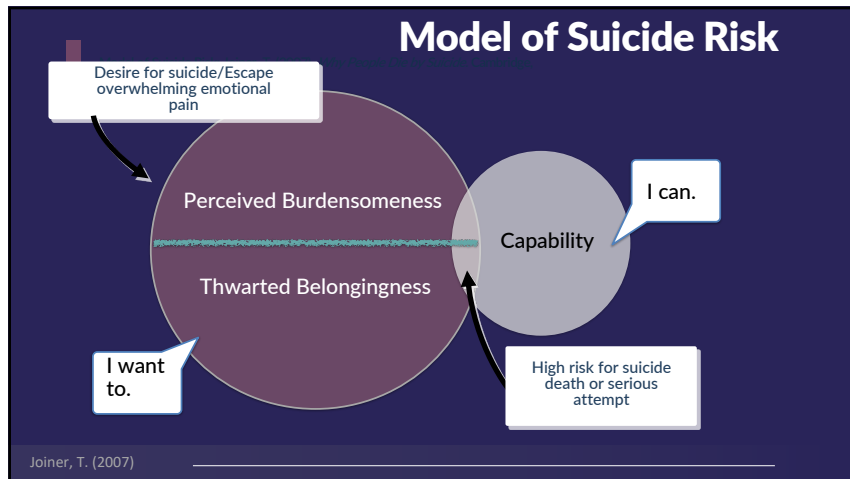
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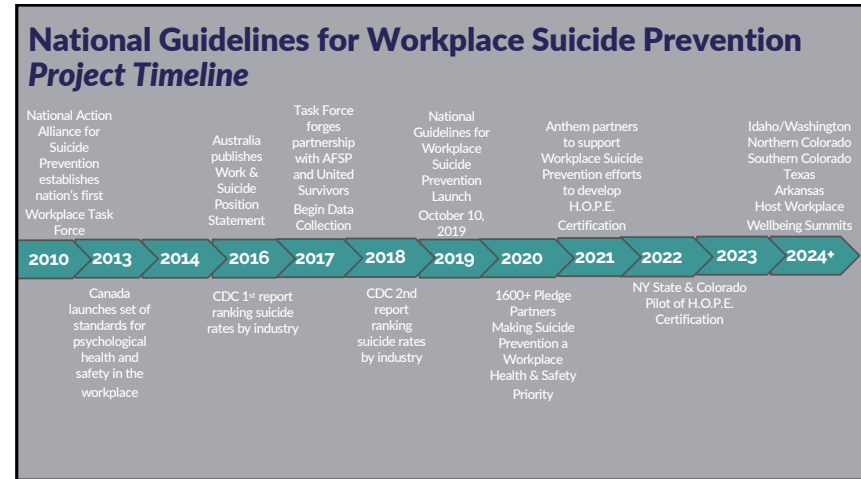
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What are the ways lawyers might feel like a burden or profoundly alone over the course of their profession?

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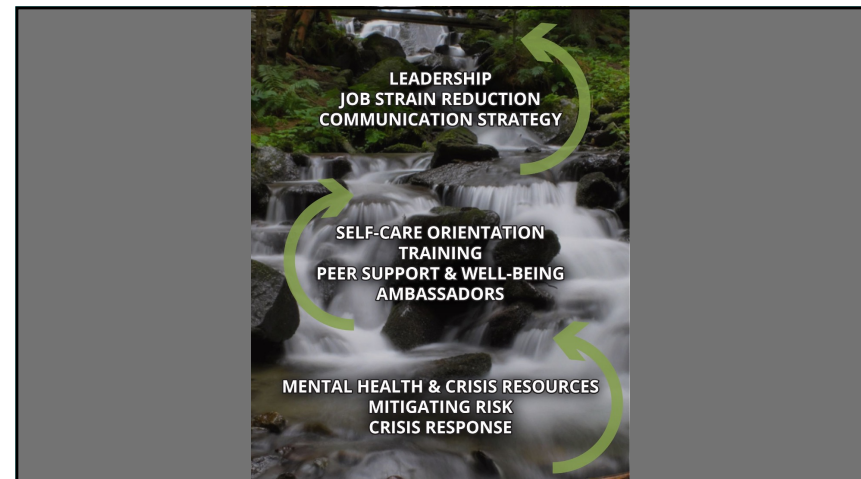
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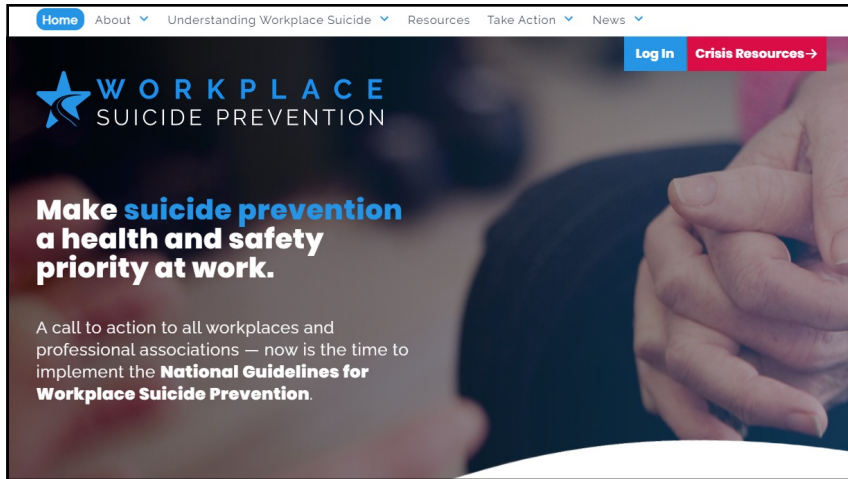
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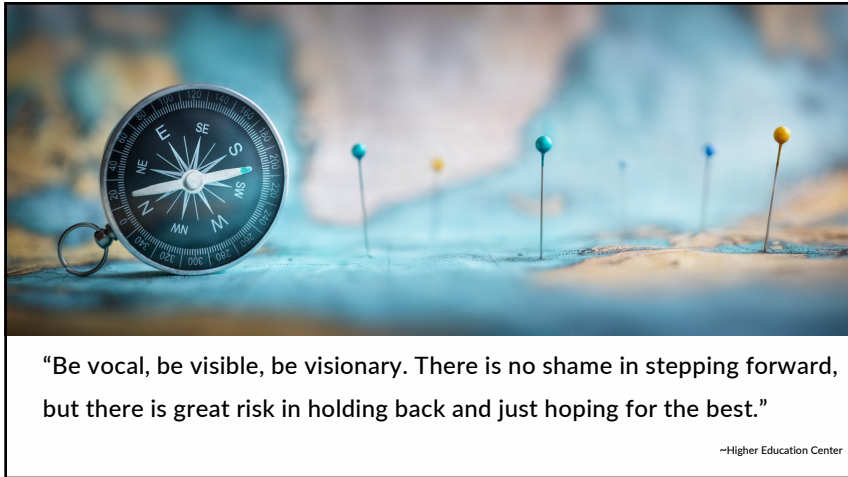
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Psychosocial Hazards at Work

Job Design Challenges

- Low job control – lack of decision-making power and limited ability to try new things
- Excessive job demands and constant pressure/overtime
- Effort-reward imbalance – related to perceived insufficient financial compensation, respect or status
- Job insecurity – perceived threat of job loss and anxiety about that threat
- Lack of job autonomy
- Lack of job variety
- Toxic work-design elements (e.g., exposure to environmental aspects that cause pain or illness)

Toxic Interpersonal Relationships

- Bullying, harassment and hazing at work
- Prejudice and discrimination at work
- Lack of supervisor or collegial support – poor working relationships

Family Disruption

- Work-family conflict (i.e., work demands make family responsibilities more difficult)
- Family-work conflict (i.e., family demands make work role challenging)

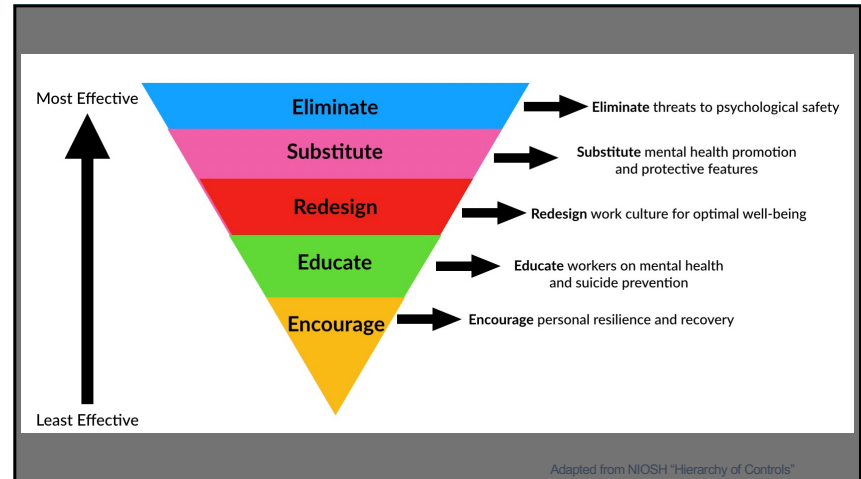
Lack of Purpose or Connection to Mission

- Heightened job dissatisfaction and the feeling of being “trapped”
- Work is not meaningful or rewarding

Other Work-Related Health Impacts

- Work-related trauma (e.g., personal or seeing and accident or injury)
- Work-related sleep disruption (e.g., due to unexpected overtime, extended or changing shifts)
- Work culture of poor self-care and destructive coping (e.g., alcohol and drug use)

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What are the most important psychosocial hazards?

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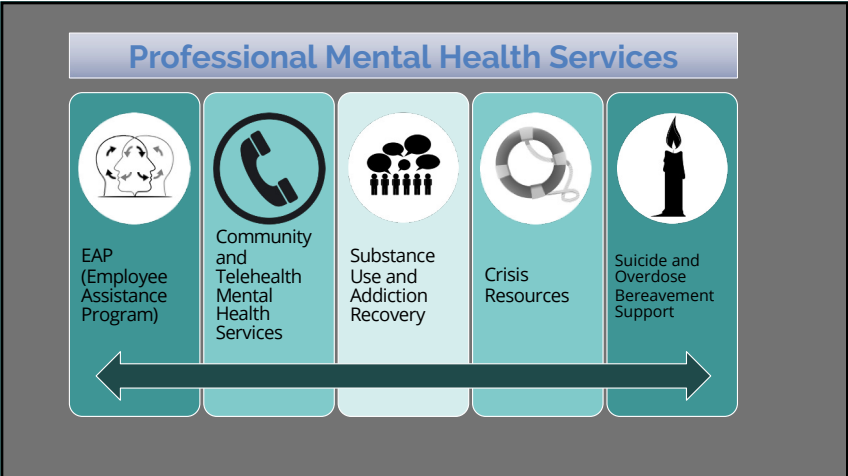
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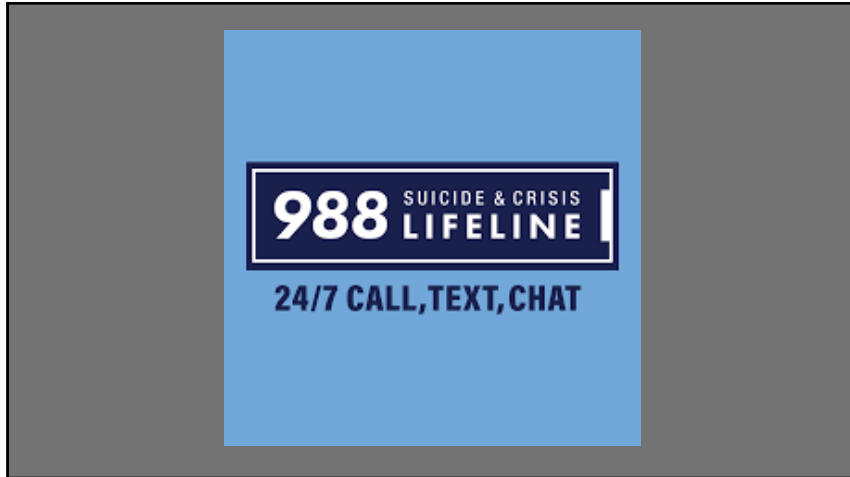
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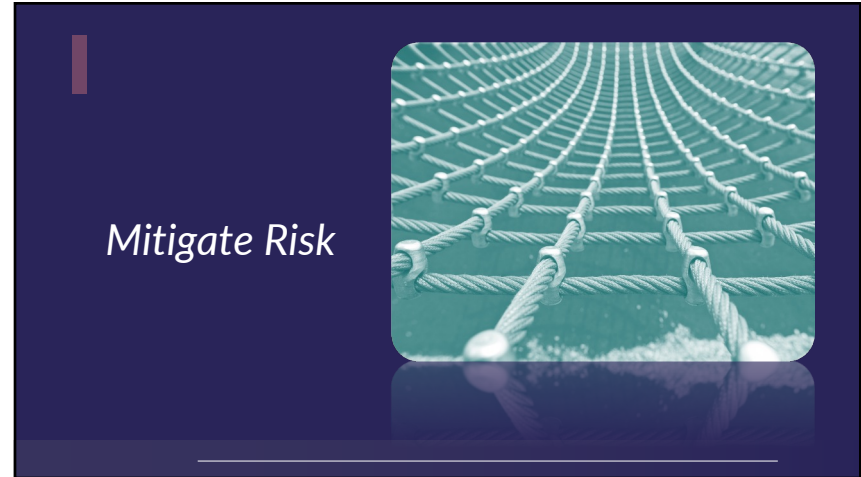
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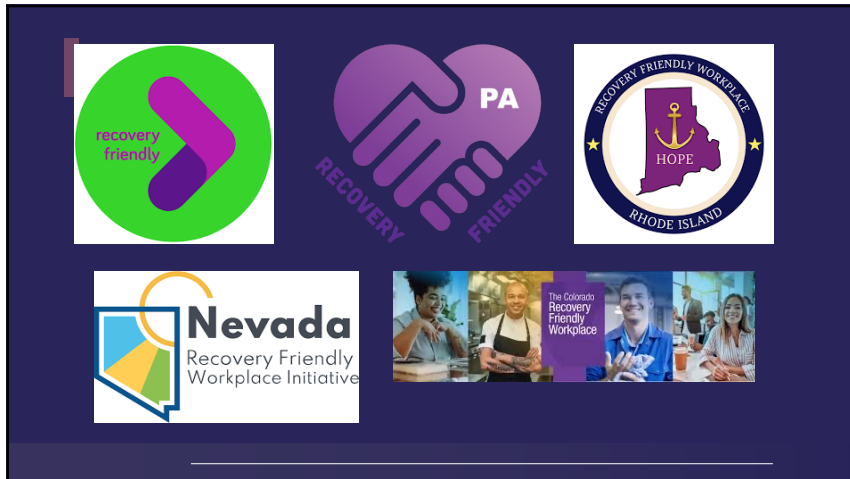
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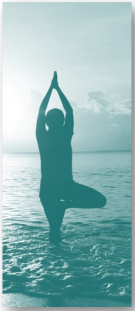
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Department of Labor "Recovery-Ready Workplaces"

- **Employment for People in Recovery**
- **Encourage Help-Seeking and Help-Offering**
- **Access to Services**
- **Offer Accommodations**
- **Prevention and Education**
- **Reduce Bias and Barriers**
- **Recovery-Ready Employers** -Ensure employees know the company is supportive of recovery and aware of policies and resources.



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Additional Action Steps to Consider

NEXT STEP

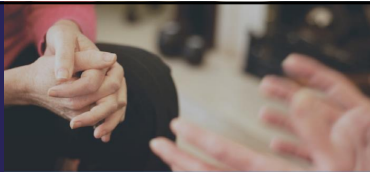
- Company-wide Statement
- Promote Messages of Hope in Recovery
- Supportive Policies – Inclusivity, Harm Reduction, Leave and Return-to-Work
- Promote Recovery Meetings and Supports
- Regular Training
 - Awareness
 - How to Have Supportive Conversations
 - Harm Reduction
 - Bring Resources to Life

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Postvention



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A MANAGER'S GUIDE TO SUICIDE POSTVENTION IN THE WORKPLACE

10 ACTION STEPS FOR DEALING WITH THE AFTERMATH OF A SUICIDE

BY THE WORKPLACE POSTVENTION TASK FORCE OF THE AMERICAN ASSOCIATION OF SUICIDIOLOGY AND THE WORKPLACE TASK FORCE OF THE NATIONAL ACTION ALLIANCE FOR SUICIDE PREVENTION

In partnership with the Carson J. Spencer Foundation and Crisis Care Network

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2020

Sept 2020: Self-paced, on-line badge program

- Pledge partners register
- Small action steps
- Earn badges toward becoming "suicide-informed"



BRONZE PLEDGE PARTNER

NATIONAL GUIDELINES FOR WORKPLACE SUICIDE PREVENTION



SILVER PLEDGE PARTNER

NATIONAL GUIDELINES FOR WORKPLACE SUICIDE PREVENTION



GOLD PLEDGE PARTNER

NATIONAL GUIDELINES FOR WORKPLACE SUICIDE PREVENTION



PLATINUM PLEDGE PARTNER

NATIONAL GUIDELINES FOR WORKPLACE SUICIDE PREVENTION

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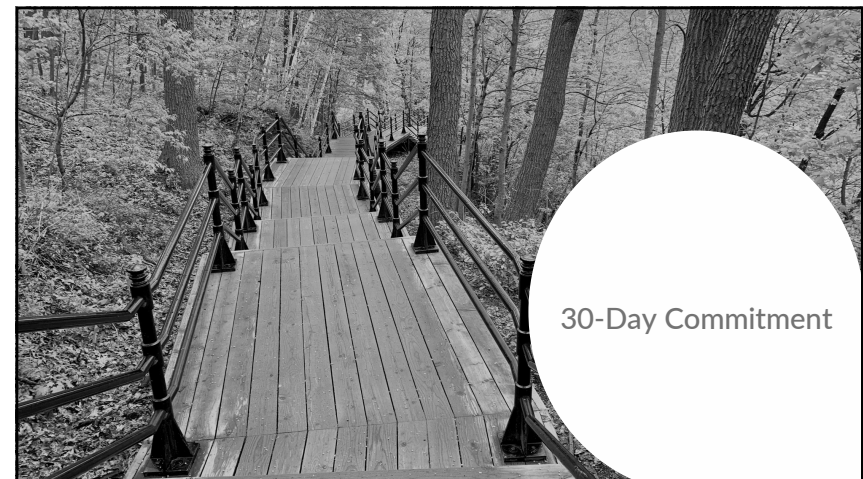
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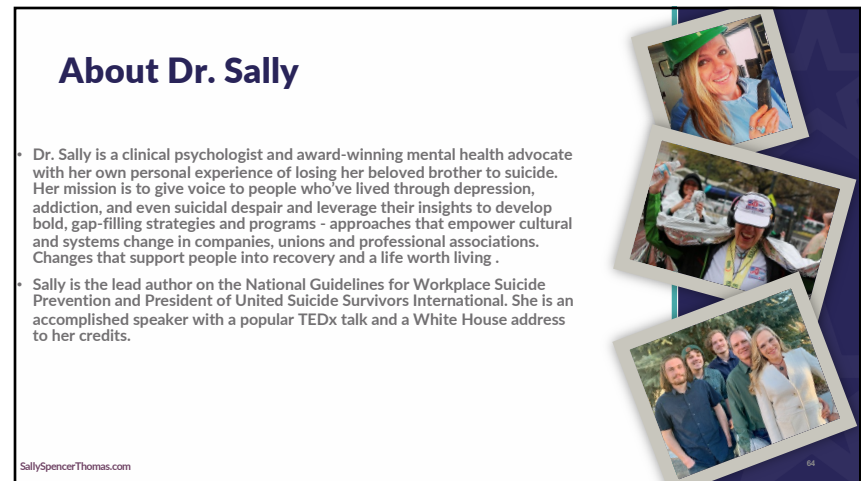
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