



Suicide Prevention Quick Reference Guide and Resources

Checking in with our team members is an important way to show we care about one another. By checking in, we can avoid devastating outcomes. Managers should know how to recognize warning signs of those struggling with mental health and how to talk to their team members to show their support.

Warning Signs: Most people who take their own life show one or more warning signs, either verbally or by their actions:

- **Feelings:** Expressing hopelessness, talking about suicide, or having no reason to live, showing moods such as depression, anxiety, irritability.
- **Actions:** Showing severe/overwhelming pain or distress, using drugs or alcohol, searching for ways to end their life.
- **Changes:** Withdrawing from activities, isolating from friends and family, change in sleeping habits (either more or less).
- **Threats:** Talking about, writing about, or making plans to kill themselves.
- **Situations:** Going through stressful situations including a loss, change, personal humiliation or difficulties at home, school or work

Take Action: When a team member says they are thinking about suicide or says things that sound as if they are considering suicide, it is critical to pay attention and act. Suicide is often preventable.

Ask and listen: Ask the team member “How are you feeling?” or “How can I help you?” A study by the National Institute of Mental Health shows that asking questions to at-risk individuals may reduce rather than increase suicidal thoughts. You should be willing to listen and discuss their feelings.

Keep them safe: Reducing a person’s access to highly lethal objects or places is an important part of suicide prevention. Asking if the at-risk person has a plan and removing access to lethal means can make a difference. If someone expresses suicidal thoughts, ***do not send them home as a solution.***

Get them help: If a team member approaches you and shares thoughts of suicide or appears to be a danger to themselves or others, it is critical that you act:

- **Imminent threat of suicide-** ask the TM to remain in the store and have them contact 9-8-8 directly in the manager's office.
 - Contact your Loss Prevention Representative immediately and email Workplaceviolence@sprouts.com
 - Follow the Workplace Violence Process guide located in the Store Manager's office.
- **Non-imminent threat of suicide-** ask the TM to remain in the store and have them contact EAP or 9-8-8 directly in the manager's office. Contact your HRBP immediately to ensure all resources and support are in place for the team member.

***In the event of an emergency, such as a suicide attempt, please call 9-1-1- immediately.**

Stay connected: Staying in touch with our TM after a crisis can make a difference. Let them know they matter, and you

- Please ensure TM has up to date emergency contact information and include the LOA team (LOA@sprouts.com) on any update care regarding the TM.
- If a team member who has expressed suicidal thoughts does not show up for their scheduled shift, act quickly. Reach out to the team member directly by phone. If you are unable to reach the team member, follow up with a text message and call your Loss Prevention Representative immediately.

Resources

- All team members can visit www.MagellanAscend.com or call 800-327-0638 to talk to a qualified counselor, 24 hours a day, 7 days a week. This service is free and confidential to all team members.
- We can also provide team members with the phone number to the Suicide Prevention Hotline at 1-800-273-TALK (8255).
- Help is available: call or text 988 or chat 988lifeline.org to reach the 988 Suicide & Crisis Lifeline.

If you or someone in your store is concerned about a team member, please reach out to your HR Business Partner or the HR Support Desk.