



Fact Sheet

Mental Health Awareness

Purpose

- Workers in the construction industry have a suicide rate roughly four times higher than the general population.
- Work-related stressors, like demanding schedules, seasonal work, physical injuries, and time away from home can take a serious toll on mental health.
- Suicide deeply affects not only individuals, but families, teams, and entire communities.

Responsibilities

The Company

- Educate and inform employees of worker's rights entitled to for seeking treatment as well as there being no retaliation for informing the employer of the need for services

Management

- Leadership has a great ability to start the conversation on mental health crises in the workplace and break down the stigma by openly discussing mental health
- Prioritize your own health by modeling healthy behavior
- Make it a point to check in with each of your direct reports and team members on a regular basis.
- Train employees on signs and symptoms of decreased mental health in themselves and other employees
- Educate employees on workers' rights regarding mental health and what they are entitled to as well as protection against retaliation for speaking up and asking for help
- Review policies and procedures for how work is managed to determine if additional flexibilities are needed.



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- Evaluate your overall work environment, such as customer interactions, productivity schedule, pace of work, etc., to determine if there are workplace stress factors you could address.
- If your organization has an employee assistance program (EAP), remind employees about the benefits.

Employees:

- Look for the signs and symptoms of decreased mental health in other employees and themselves
- Promote and provide a healthy and safe work environment
- Participate in regular toolbox talks regarding mental health awareness

Causes and Signs of Mental Distress

- Potential causes of decreased mental health in employees:
 - Seasonal work and potential layoffs
 - Highly competitive culture
 - Overtime and long work hours
 - Payment and wage
 - Physical exertion and exhaustion
 - Workplace injuries
 - Substance abuse
 - Personal trauma and/or issues
- Signs of mental distress in employees
 - Irritability
 - Isolation
 - Decreased productivity
 - Excessively late for work/Excessive missed days
 - Risky behaviors
 - Increased conflicts with other employees



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5 Things you Should Know:

1. Be Aware: Recognize that mental health and suicide can affect anyone, even those who seem “tough.” Changes in behavior, mood, social withdrawal, unusual comments or post, these can be warning signs.
2. Pay Attention: If you notice something off, a coworker isolating, acting out of character, expressing hopelessness, take it seriously.
3. Reach Out: Show empathy, listen without judgement, and let them know you care.
4. Take action: If someone is in immediate crisis, stay with them. Contact emergency services or call/text the 988 Suicide & Crisis Lifeline
5. Learn More & Share: Use trusted resources to educate yourself and your team.

Resources

- Suicide and Crisis Lifeline
 - <https://988lifeline.org/>
 - Call or text 988
- Crisis Textline
 - <https://www.crisistextline.org/>
 - Text “TALK” to 741741
- Construction Working Minds
 - <https://www.constructionworkingminds.org/>
- Construction Industry Alliance for Suicide Prevention
 - <https://preventconstructionsuicide.com/>