

Coping with the Loss of a Coworker

Respect Privacy & Discourage Gossip

- Acknowledge the situation clearly with co-workers and with compassion for the departed and bereaved.
- Ask employees to not engage in speculation as to the cause or methods of the death.
- Public and private communications should reflect a respectful tone of empathy and support.

Remain Attentive to the Needs of Team Members

- It is important to check in with your team over the next couple of weeks to see how they are doing.
- Prioritize check-ins with team members that were closest to the deceased, either as friends or colleagues.
- Understand that even those who were not close to the deceased but who have previously experienced the death of loved ones may be more affected due to reminders of these past events.

Grieving is Unique

- Some team members may be able to return to work very quickly.
- Others may need more time to adjust to the loss. It's important to understand that people process feelings differently and may express those feelings through anger, guilt or sadness.
- Understand that some team members may have behavioral reactions such as excessive absenteeism or "presenteeism".
- Continue to facilitate appropriate workplace accommodations.

Seek Out Support

- Spring Health provides team members with access to mental healthcare providers and virtual appointments.
- For general support and to discuss care options, team members have unlimited access to licensed Spring Health Care Navigators.
- When appropriate, team members can seek assistance at **unitedag.springhealth.com** or by calling 240-558-5796, option 2 for Crisis Support.