Tragedy in the Workplace

Anna Satterfield, Ph.D.
Interim Director – P&PR, ER
Associate Director – EAP
Licensed Psychologist
annas@tamu.edu
979.845.3711
employees.tamu.edu/eap
Goals

- Impact of death on the workplace
- Employee Assistance Program (EAP) as a resource
- Workplace response
True or False?

- Grief and Mourning are the same experience?
- There is a predictable, sequential progression in the stages of grief?
- There is an end point to grief?
- Death is death and the nature of the loss does not change the grieving process?
Things to Think About

- Most workers die from causes unrelated to their employment
- Workplace critical resource in times of stress
  - May spend more time at work than with family members
  - Extended family members may live miles/hours away
Liaison are Often Asked to:

- Assist with leave
- Help the individual/family
- Assist with notification to the work group
- Figure out what to do next…
Resource

Employee Assistance Program

http://employees.tamu.edu/eap/loss/
When Tragedy Impacts the Workplace – Things to Do

- Contact the EAP
- Allow employees to talk about feelings
- Answer questions while respecting privacy
- Create opportunities for service to the family
- Visit as appropriate
When Tragedy Impacts the Workplace – Things to Do

- Attend the funeral
- Plan a memorial
- Send a special note
Final Thoughts

1. Tragedy always impacts a workplace
2. EAP is a resource
HR Liaison Network