



Tigers Together Program

Doane University

988 SUICIDE & CRISIS
LIFELINE

Suicide Prevention & Crisis Protocol for Doane University

*Developed by the Tigers Together Program Protocol Subcommittee
September 2025*

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Purpose & Intended Audience

The Suicide Prevention & Crisis Protocol for Doane University, developed under the SAMHSA GLS Suicide Prevention Grant, equips faculty and staff to recognize and respond effectively to warning signs of suicide. By identifying these signs, Doane employees can provide timely support to students and fellow employees in distress and help prevent suicide.

The protocol outlines key warning behaviors and appropriate response actions when a student or colleague may be at risk. It emphasizes compassionate intervention and fosters a campus-wide culture of care, reflecting Doane University's commitment to mental health and suicide prevention, supported by the SAMHSA GLS Grant.

Recognizing and Responding to Warning Signs for Suicidal Crisis

Recognizing signs of distress in individuals, particularly in the context of potential suicidal ideation, is crucial for the Doane University community. Any notable changes in behavior, especially following a distressing event like the loss of a peer to suicide, should prompt concern and action.

It's important to note that individuals contemplating suicide often exhibit warning signs, either through verbal expressions or behavioral changes. If you suspect someone is struggling, take their distress seriously and initiate a conversation. Ask direct questions about suicidal thoughts or plans. Contrary to common fears, addressing the suicide openly can provide relief to the individual, demonstrating care and concern.

In the context of Doane University, being proactive about mental health and suicide prevention involves vigilant observation and compassionate communication. By acknowledging and addressing these concerns directly within our university community, we can create a supportive environment where individuals feel safe to seek help and receive the support they need.

Warning Signs

- **Threats of self-harm:** Actively threatening to hurt or kill themselves
- **Plan for self-harm:** Has a plan for a suicide completion
- **Seeking means of harm:** Actively looking for ways to kill themselves, such as seeking access to pills, weapons, or other lethal means.
- **Acquired means of harm:** Has immediate access to lethal means.
- **Hopelessness:** Expresses no reason for living or a lack of purpose in life.
- **Rage and anger:** Displays uncontrolled anger or talks about seeking revenge.
- **Reckless behavior:** Engages in risky activities without considering the consequences.



- **Feeling trapped:** Verbalizes feeling there is no way out of their situation.
- **Substance abuse:** Increased use of alcohol or drugs.
- **Social withdrawal:** Pulls away from friends, family, or society.
- **Anxiety and agitation:** Displays signs of severe anxiety, restlessness, or inability to sleep, or sleeps excessively.
- **Dramatic mood changes:** Experiences sudden or intense mood swings.
- **Loss of purpose:** Repeatedly mentions having no reason to live.

*If you or someone you know is experiencing a suicidal crisis, **call or text 988**—National Suicide & Crisis Lifeline for support. Please call 911 for immediate or life threatening situations.*

Immediate vs. Urgent

In responding to students or employees in crisis, it is essential to distinguish between *immediate* and *urgent* situations to ensure that support is both timely and appropriate.

Immediate response. An immediate response is required when an individual's safety is at imminent risk. This includes life-threatening circumstances such as suicidal intent, self-harm, or severe physical danger. In these cases, staff must act without delay—contacting emergency services or campus emergency personnel and ensuring the individual is not left unattended. The individual should be escorted to a higher level of care, such as a hospital or crisis stabilization unit, right away.

Urgent response. An urgent response is needed when an individual is experiencing significant emotional or psychological distress but is not in immediate danger. Examples include acute anxiety, panic attacks, or persistent emotional struggles that require timely intervention. These situations call for quick action—such as engaging counseling services, campus security, or faculty support—but allow for coordination without the need for emergency medical transport.

Responding to a Suicidal Crisis

If any student, staff, or faculty member is identified as experiencing suicidal ideation, the **following steps should be taken:**

1. **Take All Signs Seriously**
 - Any mention of suicide, self-harm, or severe distress should be treated as urgent.
2. **Ensure Immediate Safety**
 - Do **NOT** leave the individual alone.
 - Move to a safe, private space if possible.
3. **Initiate a Direct Conversation**
 - Ask clear, compassionate questions:



- "Are you thinking about hurting or killing yourself?"
 - "Do you have a plan to harm yourself or others?"
 - Listen without judgement and avoid interrupting
 - Express Concern and Support
 - "I care about you and want to help."
4. **Contact the Appropriate Support Immediately**
- **Emergency Services (911)** if the situation is life-threatening.
 - Lincoln Campus (Day Hours): NR Campus Director: 402-467-9002
 - Lincoln/Crete Campus Security (24/7): 402.826.8669 or Text: DOANESAFETY to 79516
5. **Offer to Accompany the Individual**
- *For Residential students:* Escort students to the Doane Counseling Office, M-F 9am-5pm
 - *For Non-residential students/employees:* Encourage them to call someone they trust to escort them home or to an outside referral source for support.
 - Offer to stay with the student/employee until help arrives.
6. **Provide Resources for Support**
- Suicide & Crisis Lifeline: Call/Text 988 (24/7)
 - See [page 5](#) for list of available resources
7. **Document and Report**
- After the crisis is managed, document the incident and notify the appropriate university channels:
 - Student Support: Report incidents to the [Doane CARE Team](#); may indicate request for follow-up or wellness check
 - Employee Support: Report incidents to the Director of Human Resources at humanresources@doane.edu or 402-826-6795

Local and National Suicide Crisis Resources

Immediate and life-threatening situations, call 911. Urgent support, call 988.

Crete Campus Contacts

Doane Counseling Center | M-F 9am-5pm

Darcy Dawson, LIMHP | 402-826-8401 | darcy.dawson@doane.edu

Campus Security | 24/7

Text: DOANESAFETY to 79516 (Include location in message)



Doane Public Safety Office | 24/7

Russ Hewitt, Director | 402-826-8669 | doanesafetyoffice@doane.edu

Lincoln Campus Contacts

Doane Public Safety Office | 24/7

Russ Hewitt, Director | 402-826-8669

Director of Non-Residential Campus & Locations | M-F 9am-5pm

Catherine Archie-Johnson | 402-467-9002 | cat.archiejohnson@doane.edu

State and National Supports

Boys Town Hotline | 800-448-3000 | Text VOICE to 20121 | hotline@boystown.org

The Boys Town National Hotline in Nebraska offers free, 24/7 crisis support and counseling for children, teens, and parents. Counselors can be reached nationwide by phone, text, or email.

Your Life Your Voice - Boystown App | <https://www.yourlifeyourvoice.org/>

Free app designed for teens to track moods and give helpful tips on mental health

Bryan West Campus | 2300 S 16th St. Lincoln NE

Emergency Mental Health Care | 24/7

The Bryan mental health emergency department provides emergency mental health care/crisis assessments 24 hours a day, seven days a week to determine if hospitalization is needed.

Non-Emergency Mental Health Care | 402-481-5991 | M-F 8am-5pm

To schedule a counseling appointment, contact the Bryan Counseling Center in Lincoln located at Bryan West Campus.

CenterPointe 24/7 Crisis Line | 402-475-6695

Calls in Nebraska will get routed to the Boystown Call Center to speak with a trained crisis counselor. A mobile Crisis Response Unit can be initiated within the Lincoln area.

Crisis Text Line | Text HOME to 741741

24/7, high-quality text-based mental health support and crisis intervention by a community of trained volunteers to support people in moments of need.

National Suicide & Crisis Lifeline | Text or Call 988 | 988lifeline.org | 24/7

When you call or text 988, you connect with trained counselors who can provide support for suicidal, mental health, and/or substance use crises. Can be connected to any language in the world.

Steve Fund Hotline | Text STEVE to 741741

To access a culturally trained Crisis Text Line counselor.

Veterans Crisis | 988 press 1 | Text 838255

Veterans can connect with trained counselors who can provide support for suicidal, mental health, and/or substance use crises. Can be connected to any language in the world. Veterans do not have to be enrolled in VA benefits or health care to connect.

24/7 Suicide Hotline for LGBTQ+ Youth (Trevor Project) | Text START to 678-678

You'll be connected to a Trevor counselor who is understanding of LGBTQ issues and won't judge you. Your conversation will be anonymous, and you can share as much or as little as you like.

Suicide Loss Resources

Link's National Resource Center for Suicide Prevention and Aftercare | 404-256-2919 | thelink.org/nrc-for-suicide-prevention-aftercar

Dedicated to reaching out to those whose lives have been impacted by suicide and connecting them to available resources.

LOSS | losscs.org

Offers support groups, remembrance events, companioning, suicide postvention and prevention education, and training to other communities interested in developing or enhancing their suicide postvention and prevention efforts.

Alliance of Hope | allianceofhope.org

Provides a 24/7 online forum for suicide loss survivors.

Help Guide | helpguide.org

Provides resources and tips for how to navigate the loss of someone to suicide.

Parents of Suicides (POS) - Friends and Families of Suicides (FFOS) | pos-ffos.com

An internet community to connect parents, friends, and family that have lost someone to suicide.

Resources for Additional Education & Programming

American Association of Suicidology (AAS) | <https://suicidology.org/>

Supports an annual Suicide Prevention Summit and provides ongoing educational programming.

American Foundation for Suicide Prevention (AFSP) | <https://afsp.org/>

Connects with local and national awareness events and provides educational resources.

Nebraska Chapter, AFSP | <https://afsp.org/chapter/nebraska>

JED Foundation (JED) | <https://jedfoundation.org/>

Provides a “Mental Health Resource Center” geared towards educating college-aged youth on suicide.

National Alliance on Mental Illness (NAMI) | www.nami.org

Offers resources on mental health and suicide prevention, as well as community outreach programs.

National Institute of Mental Health (NIMH) | www.nimh.nih.gov

Offers research-based guidelines for recognizing, preventing, and responding to mental health crises.

Substance Abuse and Mental Health Services Administration (SAMHSA) | www.samhsa.gov

Housed within DHHS, SAMHSA serves as a hub for federally funded, evidence-based suicide research, education, prevention, and intervention strategies and resources.

Suicide Prevention Resource Center (SPRC) | <https://sprc.org/>

Provides evidence-based and effective tools for suicide education and prevention efforts.

Trevor Project (for LGBTQ+ Youth) | www.thetrevorproject.org

Provides national research along with peer support and education programming geared towards suicide education and prevention strategies that are evidence-based to support LGBTQ+ individuals in crisis.

Zero Suicide | <https://zerosuicide.edc.org>

Offers toolkits and other resources for suicide education.

Training for Doane Employees and Students

Doane University is committed to enhancing training and awareness regarding suicide education, prevention, and intervention among all staff, faculty, and students. Trainings offered at and/or supported by Doane University include:

Counseling on Access to Lethal Means (CALM) | zerosuicidetraining.edc.org

Free online training offered by Zero Suicide

Mental Health First Aid Training | <https://region5systems.net/whats-happening/training/>

Free in-person training offered through Region V Systems in Lincoln

Phone: 402-441-4343

MindWise Suicide Prevention Training | <https://mindwise.digitalchalk.com/auth/login>



Free online evidence-based training modules designed to raise awareness of mental health and suicide prevention in communities. *Keyword: doane*

QPR (Question, Persuade, Refer) Suicide Prevention Training | qprinstitute.com

Offered in-person and virtually on Doane campuses. Trains participants on the following:

- Recognizing signs of suicidal behavior, including expressions of suicidal ideation
- Proper response procedures when a student is experiencing suicidal ideation
- Referral pathways to mental health services
- Confidentiality protocols

Contact: Andreea Baker, MSN, RN, Director of Health and Wellness - Doane Univ.

Email: Andreea.Baker@doane.edu

Additional Support Services for Doane Employees

Continuum Employee Assistance Program (EAP) Counseling

Doane University provides an Employee Assistance Program (EAP) through *Continuum* as a benefit to staff and faculty, helping them deal with life's challenges and maintain a balance between work and personal life. Continuum EAP services include:

Counseling and Problem-Solving Services: Support for issues such as stress management, drug and alcohol abuse, marital and family difficulties, anxiety, depression, grief, and more.

Work-Life Information and Referral Services: Guidance on areas such as caregiver support, parenting, grief, leadership, communication, conflict resolution, and career growth.

To access services, Doane employees can contact **Continuum EAP** at:

Phone: 402-476-0186 / 800-755-7636

Email: easpecialist@4continuum.com

Office Location: 3401 Village Drive, Suite 210, Lincoln, NE 68516

Hours: Mon/Tues/Fri 8am-5pm; Wed/Thurs 8am-7pm; Closed Sat and Sun

Sustainability Efforts at Doane

Doane University established a Campus Assessment, Response and Education (CARE) Team in 2024. The CARE Team is a university-wide support that provides a caring approach of

identification, consultation, and coordination of the Doane University response to situations involving students who engage in concerning, disruptive and/or potentially harmful behavior.

To ensure suicide prevention efforts are aligned across all campuses, the CARE Team will invite affiliate members, including representatives from non-residential locations, to participate in monthly meetings focused on university-wide suicide prevention programming and collaboration.

Sustainability efforts across all university campuses and locations will focus on:

- Fostering open dialogue about mental health and reducing stigma surrounding suicidal ideation through campus initiatives and events.
- Ensuring students have access to counseling services, educational materials, and other mental health resources.
- Building peer support networks and opportunities for community engagement to strengthen student connection and belonging.
- Providing ongoing training and education in suicide awareness and prevention strategies.

References

- American Association of Suicidology. (n.d.). *Resources*. <https://www.suicidology.org/resources>
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- Substance Abuse and Mental Health Services Administration. (n.d.). *National behavioral health crisis care guidance*.
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[SAMHSA](https://www.samhsa.gov/mental-health/national-behavioral-health-crisis-care-guidance)
- University Counseling Center. (n.d.). *Counseling*.
<https://web.doane.edu/offices-services/student-services/student-health/counseling>

Appendix

Suicide Prevention Drop Sheets

The following “Suicide Prevention Drop Sheets” have been developed as a supportive resource to complement the *Suicide Prevention & Crisis Protocol for Doane University*. Each drop sheet has been developed with specific Doane University campus and location-based needs in mind.

Employees, please utilize the drop sheet(s) that best reflects the campuses and locations you serve in your role at Doane. Laminated drop sheets with local, state, and national resources are available for all employees. Please contact your Campus Director or Human Resources for copies.



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Suicide Intervention Protocol for Employees:

Doane Lincoln Campus



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High Risk

SIGNS

- Actively making a threat of permanent harm to self; desire to immediately die
- AND has weapon or access to lethal means
- AND has a plan to complete a suicide
- MIGHT be acting and/or speaking erratically

What To Do...

1. DO NOT leave them alone
2. **Call 911**
3. Alert Campus Director or Public Safety Office for additional assistance

If you need someone else to assist or accompany

yourself and/or the individual:

- Call Campus Director, 402-467-9002, during day hours
- Call Public Safety Office, 402-826-8669, 24 hours
- Call/Text the Suicide and Crisis Lifeline - 988



Moderate Risk

SIGNS

- Actively indicating permanent harm to self or desire to die
- Indicates suicidal ideation, but not a direct plan for completing suicide
- MIGHT have access to lethal means

What To Do...

1. DO NOT leave them alone
2. Escort students to the Counseling Office in FBC, if open
3. Contact Campus Director or Public Safety Office for additional assistance

Resources

- Call/Text the Suicide and Crisis Lifeline - 988
- Refer to CenterPointe in Lincoln, 402-475-6695
- Encourage them to have another individual they trust come to campus and escort them home or to an outside referral source



Low Risk

SIGNS

- Vague statements indicating a desire to die
- Feeling hopeless, helpless, or a burden
- Significant changes in behavior
- Increased use of alcohol or drugs
- Feeling overwhelmed by coursework or responsibilities

Resources

- Call/Text the Suicide and Crisis Lifeline - 988
- Doane Counseling Center (for students ONLY)
- CARE Team (for students ONLY)

Document It!

- **Student Incidents:** Report to CARE Team
- **Employee Incidents:** Report to HR

Suicide Intervention Protocol for Employees:

Doane Crete Campus



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High Risk

SIGNS

- Actively making a threat of permanent harm to self; desire to immediately die
- AND has weapon or access to lethal means
- AND has a plan to complete a suicide
- MIGHT be acting and/or speaking erratically

What To Do...

1. DO NOT leave them alone
2. **Call 911**
3. Alert Public Safety Office OR escort to the Counseling Center if open (students only)

If you need someone else to assist or accompany yourself and/or the individual:

- Public Safety Office, 402-826-8669, 24 hours
- Call/Text the Suicide and Crisis Lifeline - 988



Moderate Risk

SIGNS

- Actively indicating permanent harm to self or desire to die
- Indicates suicidal ideation, but not a direct plan for completing suicide
- MIGHT have access to lethal means

What To Do...

1. DO NOT leave them alone
2. Escort students to the Counseling Center, if open
3. Contact Public Safety Office for additional assistance

Resources

- Call/Text the Suicide and Crisis Lifeline - 988
- Refer to CenterPointe in Lincoln, 402-475-6695



Low Risk

SIGNS

- Vague statements indicating a desire to die
- Feeling hopeless, helpless, or a burden
- Significant changes in behavior
- Increased use of alcohol or drugs
- Feeling overwhelmed by coursework or responsibilities

Resources

- Call/Text the Suicide and Crisis Lifeline - 988
- Doane Counseling Center (for students ONLY)
- CARE Team (for students ONLY)

Document It!

- **Student Incidents:** Report to CARE Team
- **Employee Incidents:** Report to HR

This infographic was developed under a grant number 5H79SM08630202 from the Substance Abuse and Mental Health Services Administration (SAMHSA), U.S. Department of Health and Human Services (HHS).

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Suicide Intervention Protocol for Employees:

Doane Locations & Online



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High Risk

SIGNS

- Actively making a threat of permanent harm to self; desire to immediately die
- AND has weapon or access to lethal means
- AND has a plan to complete a suicide
- MIGHT be acting and/or speaking erratically

What To Do...

1. DO NOT leave them alone, if they are with you at the time of the suicidal indication
2. **Call 911 - attempt to get location info if the student/employee is interacting with you virtually**

If you need someone else to assist or accompany yourself and/or the individual:

- Call/Text the Suicide and Crisis Lifeline - 988



Moderate Risk

SIGNS

- Actively indicating permanent harm to self or desire to die
- Indicates suicidal ideation, but not a direct plan for completing suicide
- MIGHT have access to lethal means

What To Do...

1. DO NOT leave them alone, if they are with you at the time of the suicidal indication
2. Offer a resource from back of page

Resources

- Any location in Nebraska: Call/Text the Suicide and Crisis Lifeline - 988; this will connect them with a local crisis center in their area
- Lincoln Area: Refer walk-ins to CenterPointe, 402-475-6695



Low Risk

SIGNS

- Vague statements indicating a desire to die
- Feeling hopeless, helpless, or a burden
- Significant changes in behavior
- Increased use of alcohol or drugs
- Feeling overwhelmed by coursework or responsibilities

Resources

- Call/Text the Suicide and Crisis Lifeline - 988
- Doane Counseling Center (for students ONLY)
- CARE Team (for students ONLY)

Document It!

- **Student Incidents:** Report to CARE Team
- **Employee Incidents:** Report to HR