Mental-Health Matters: Psychological Safety & Its Link to Physical Safety Fatality File

Employee Commits Suicide After Workplace Harassment and Stress

A worker had been experiencing ongoing workplace stress, pressure, and psychological strain over time. Reports indicated a poor work environment with limited support, possible harassment, and no effective system for raising concerns. The worker’s mental state gradually declined, but warning signs were either not recognized or not addressed. There was no clear intervention, follow-up, or support provided to manage the situation or reduce the risk.

Over time, the unresolved stress escalated to a critical point, and the worker died by suicide, with the circumstances linked to workplace conditions and lack of psychological safety. The incident highlights how mental health hazards—when ignored—can lead to fatal outcomes. Without a culture that encourages reporting, support, and early intervention, risks remain hidden until they become severe and irreversible.

Source: https://www.osha.gov