



Help Starts Here.

Washington State Employee Assistance Program

COMMUNITY VIOLENCE: SUPPORT AND RESOURCES

When violent incidents such as mass shootings occur, you may experience a variety of emotions, including shock, grief, numbness, fear, or anger. Multiple shootings covered over a short period of time in the media can make emotional recovery more difficult. When shootings are racially or politically motivated, members of the targeted groups are particularly impacted. Below are resources and suggestions to care for yourself and others in the aftermath of community violence.

Guidance for All

- Acknowledge your thoughts and emotions. It is common to experience a wide range of emotions following a violent event. Avoid self-talk about what you “should” be feeling.
- Identify and attend to the things in your scope of influence. Focus on the things you can impact most directly and positively.
- Set boundaries for social media and news consumption. Staying informed can be important but avoid overexposure.
- Connect with your community members.
- If you have them, seek support from your faith-based resources.
- Minimize toxic interactions.
- Eat healthy foods.
- Be physically active, within the scope of your abilities.
- Get sleep.

Guidance for Supervisors/Managers - Supporting Employees

- Acknowledge the event.
- Acknowledge the pain employees might be experiencing.
- Offer and demonstrate flexibility with work schedules and deadlines.
- Create a space for open and safe dialog.
- Ask “How can I help and support you?”
- Listen.
- Provide support and resources.

Guidance for Targets or Witnesses of Racial Violence

If you become the target of or a witness to violence, please consider the below suggestions for the moments immediately after the incident and in the days that follow.

- Get medical help, if needed.
- Document the details of the incident.
- Make a report.
- Get emotional/psychological support.

Washington State EAP is accessible, free, and confidential.
Contact us today at **877.313.4455** or **eap.wa.gov**



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Resources for Targets and Witnesses/Bystanders

- [VictimConnect Resource Center](#) – referral helpline, call or text 1-855-4VICTIM (855 484-2846)
- [Right to Be](#) (formerly Hollaback!) – resources and bystander training

Emotional/Mental Health Resources

- [A Mindful State](#) – a collaboration between Department of Health, civic leaders, providers and non-profits
- [Black Mental health Alliance](#) – supporting the health and well-being of Black people and their communities
- [Black, Indigenous & People of Color Mental Health Resources](#) – National Alliance on Mental Illness (NAMI)
- [Asian Mental Health Collective](#) – normalize and destigmatize mental health in the Asian community
- [National Asian American Pacific Islander Mental Health Association](#) – promotion of mental health
- [Washington State Employee Assistance Program](#) – the EAP is available 24/7

Advocacy Resources

- [Black Lives Matter](#)
- [The Leadership Conference on Civil and Human Rights](#)
- [National Urban League](#)
- [US Commission on Civil Rights](#) – inform civil rights policy and enhance federal civil rights laws
- [Washington State Human Rights Commission](#) – discrimination prevention and elimination
- [Washington State Commission on Asian Pacific American Affairs](#) – well-being of Asian Pacific Americans

Traumatic Event and Disaster Resources

- [Coping With Grief After Community Violence](#) (SAMHSA)
- [Tips for Survivors: Coping with Grief After a Disaster or Traumatic Event](#) (SAMHSA), tip sheet
- [Tips for Survivors of a Disaster or Other Traumatic Event: Managing Stress](#) (SAMHSA), tip sheet
- [Community Violence: Reactions and Actions in Dangerous Times](#) (NCTSN), tip sheet
- [Disaster Distress Helpline](#) (SAMHSA), Crisis counseling for natural and human-caused disasters

Guidance for Talking with Children

- [Mass Violence Resources](#) (National Child Traumatic Stress Network, NCTSN)
- [Restoring a Sense of Safety in the Aftermath of a Mass Shooting](#) (CSTS), tip sheet

Crisis Support

- [Crisis Connections](#), 24-hour crisis line, call 866-427-4747
- [Crisis Text Line](#) – to connect with a crisis counselor, text “heal” to 741741
- [National Suicide Prevention Lifeline](#) – call (800) 273-8255

Readings

- [Four Self-Care Resources for Days When the World is Terrible](#)
- [Before You Check In On Your Black Friend, Read This](#)

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