

Worksite: \_\_\_\_\_ Instructor: \_\_\_\_\_ Date/Time: \_\_\_\_\_

### Topic C042: Violence

**Introduction:** Regardless of where you work or your position within the company, every working person is entitled to have the assured expectation of a safe and healthful work environment that is free from threats of harm or actual physical violence. Violence in the workplace has emerged as a critical health and safety hazard that affects all businesses of every size and type.

**Recent studies reveal these alarming statistics:** Workplace Violence affects 25% of full-time American workers annually; It is the leading cause for occupational death for women and the third leading cause of all work-related death; Workplace violence costs businesses more than \$4 billion a year; and, Has become the fastest growing violent crime category being tracked by the FBI.

**Human behavior is unpredictable; however, some indicators of increased risk for violent behavior have been identified:**

- *Direct or veiled* threats of harm
- *Fascination with weapons;* inappropriate references to weapons
- *Statements that indicate* depression or desperation
- *Numerous conflicts* with supervisors and other employees (over family, financial, or other personal problems)
- *Drug and/or* alcohol abuse
- *Unexplained and extreme* changes in the person's behavior
- *Intimidating,* harassing, bullying, belligerent, bringing a gun or other weapon to work and brandishing it, inappropriate and aggressive behavior

The effects of workplace violence on coworkers can create undue stress, causing them to become anxious and irritable which can affect judgment skills, concentration levels, and problem-solving capabilities.

**In extreme cases workplace violence may include homicide. The more common acts of violence include behavior are:**

Insubordination; Sexual assaults and rape; Fights, beatings, and stabbing; Threats and verbal intimidation; Stalking; Vandalism and arson; Harassment; Thefts; Hostage taking

**The effects** of workplace violence on co-workers can create undue stress, causing them to become anxious and irritable which can affect judgment skills, concentration levels, and problem-solving capabilities. If left unresolved, it could lead to increased rates of injury, illness, absenteeism, and turnover.

**The effects of workplace violence on the victim are dependent upon the severity of the incident. They may include:**

Drastic mood swings; Anxiety attacks; Lower productivity from victim; Inappropriate emotional outbursts; Long- and short-term; memory loss; General mistrust of others; Feelings of isolation; Physical ailments (such as chest pains); Substance abuse

**Conclusion:** Each one of these behaviors is a signal that something is awry and shouldn't be ignored. By identifying problems and thoughtfully dealing with them, you may be able to prevent violence from happening. Some situations may require immediate law enforcement intervention, while others may constitute misconduct that would require company disciplinary action.

Whenever action is required for policy violations, it must be handed out impartially and consistently. The company may implement a policy to keep all reports of workplace violence and/or potential for violence confidential in order protect the identity and safety of the reporting employee.

**Employee Attendance:** (Names or signatures of personnel who are attending this meeting)


*These guidelines do not supersede local, state, or federal regulations and must not be construed as a substitute for, or legal interpretation of, any OSHA regulations.*