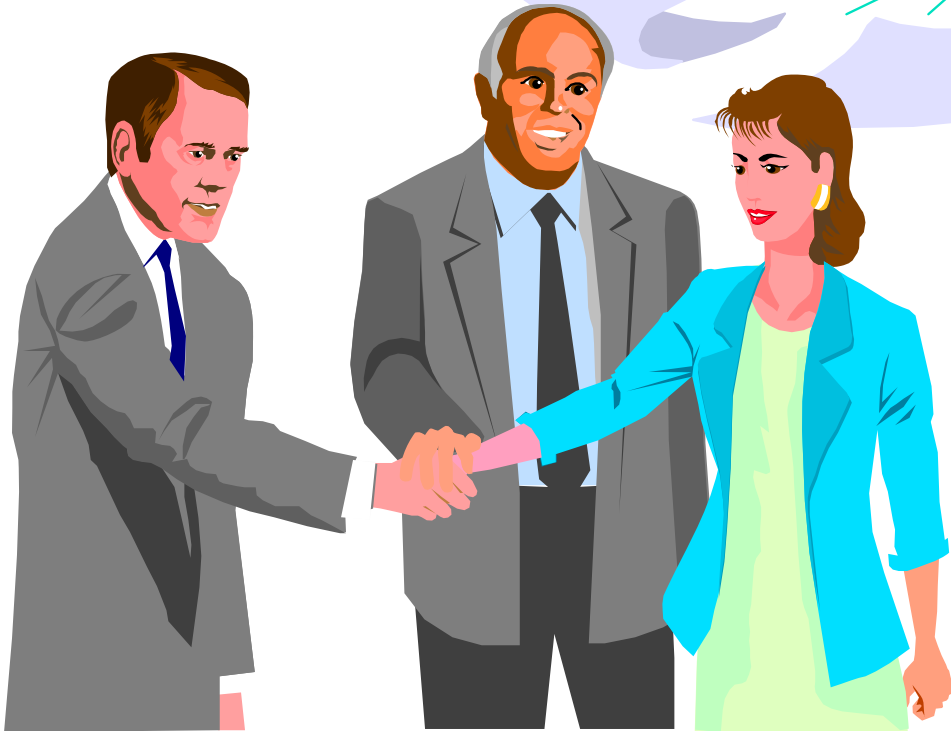




PREVENTING WORKPLACE

VIOLENCE



# OBJECTIVES

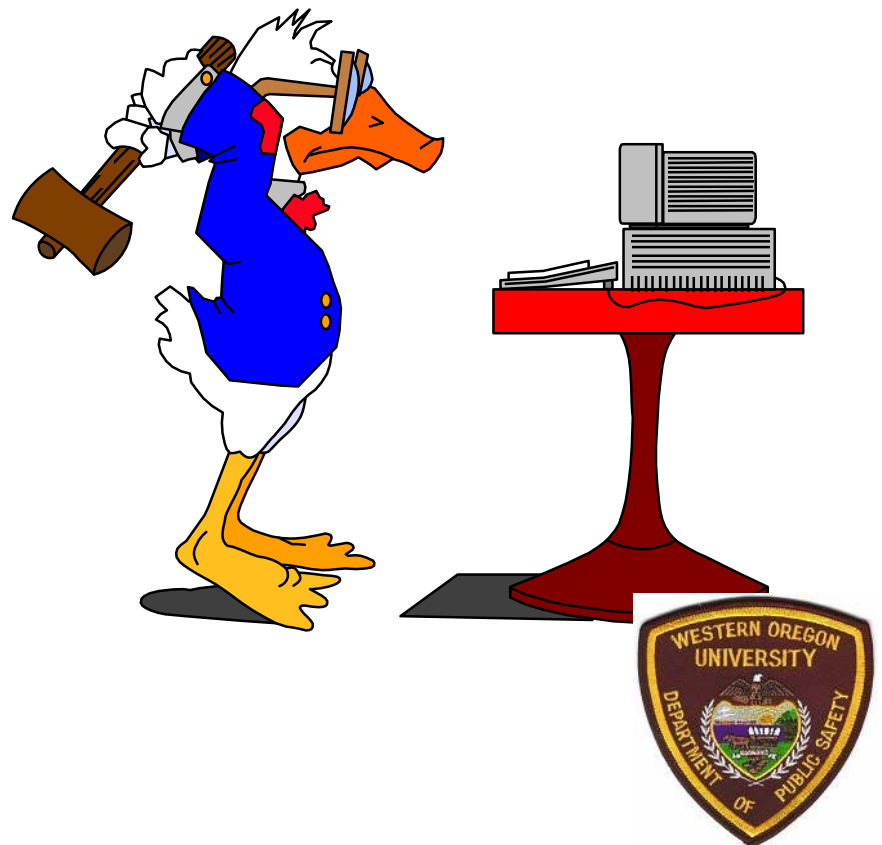


- Understand the nature of workplace violence
- Spot early warning signs
- Apply proven techniques to handle situations
- Sexual harassment is a form of violence
- Variations of “assault” including threats
- What to do and not do when faced with an armed assailant
- Fostering a positive work environment can reduce violent behavior and aggressive manners



# STATISTICS

- Violent crime occurs every 17 seconds in U.S.
- 1 of 6 violent crimes occur in the workplace
- 15% of all violent crimes are workplace related
- Assaults account for 3 of 4 reported workplace violent acts
- Approx.. 2 million per year



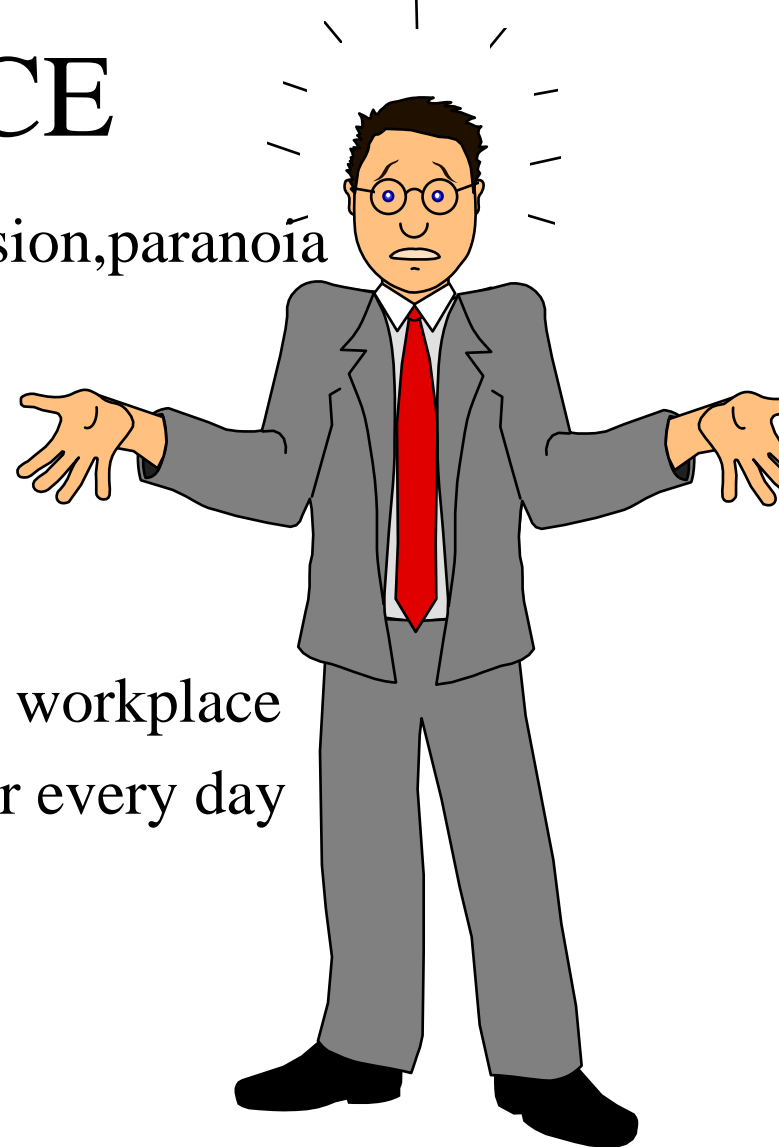
# STATISTICS

- Murder occurs every 23 minutes in the U.S.
- 2nd leading cause of job deaths after auto accidents
- #1 killer of women in the workplace
- 75% of violent acts no weapon was used
- 54% are employee vs.. employee



# CAUSES OF WORKPLACE VIOLENCE

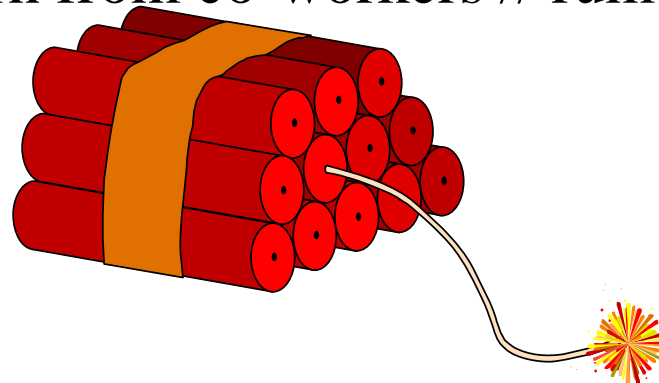
- Downsizing, layoff, transfer, depression, paranoia
- Evaluations
- Lack of promotion or advancement
- Failure to recognize efforts
- Termination
- Domestic violence brought into the workplace
- Employees working with each other every day
- Revenge for one of the above



# DANGER SIGNALS

## RED FLAGS

- Disorganized behavior by the employee
- Pushy, demanding behavior
- Stalking
- Threatening behavior - never ignore it
- Depressed mood
- Talk of death or suicide
- Heightened concern from co-workers // rumor mill



# CAUTION

- Don't confuse blowing off steam for a real warning sign
- Take behavior in context
- “Just a bad day”
- Look for multiple signs, repeated behaviors or escalation



# REPORTING

- YOUR SUPERVISOR
- HUMAN RESOURCES 838-8490
- EMPLOYEE ASSISTANCE PROGRAM
- 800-433-2320
- UNIVERSITY COUNSELING 838-8313
- CAMPUS PUBLIC SAFETY DEPARTMENT
- 8-9000 EMERGENCY 838-8481 NON EMERGENCY





# ADDITIONAL REPORTING

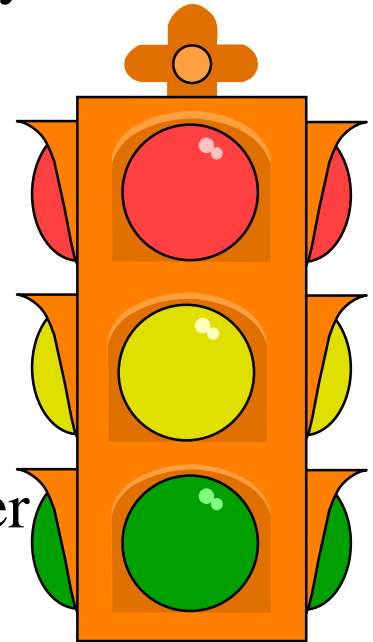
- Threats of Violence (direct/conditional/veiled)
- Assaults of any type
- Unfamiliar or unauthorized persons in your work area
- Any type of weapon you see or hear about in the workplace





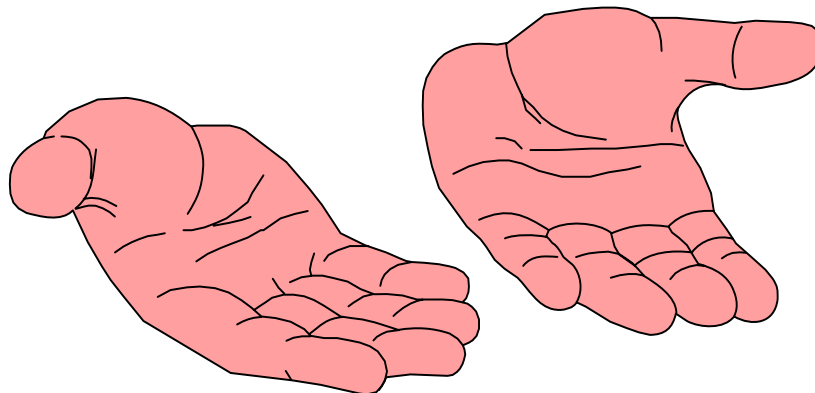
# SEXUAL HARASSMENT

- Repeated unwanted behavior
- Attempt to inflict emotional, psychological, or physical harm
- Female or Male - both can be victims
- “Sexist” and sexual remarks
- Sexual advances
- unwanted or unsolicited physical contact
- Assigning menial or demeaning task due to gender
- Hazing or practical jokes based on gender



# POTENTIAL VIOLENCE

- ARGUMENTS
  - resolve peacefully
  - stay calm - don't get into shouting match
  - offer compromise
  - impartial person to mediate
  - walk away from the person and the area



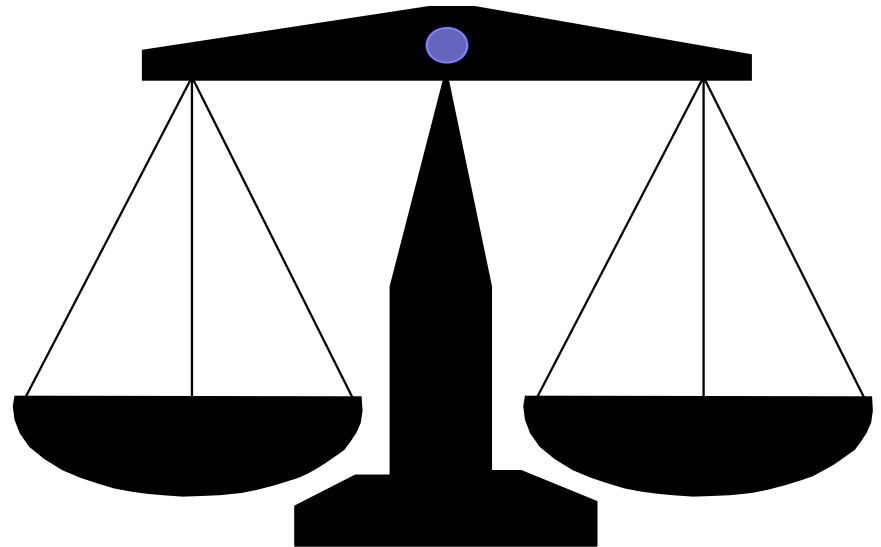
# POTENTIAL VIOLENCE

- AGITATED OR IRRATIONAL PERSON
  - keep 5 feet away if possible
  - maintain the spacing
  - avoid physical contact
  - keep hands and arms low and in a non-threatening manner
  - don't argue, disagree, or be judgmental
  - if violence begins, **YELL** for help and **GET AWAY**



# PHYSICAL VIOLENCE

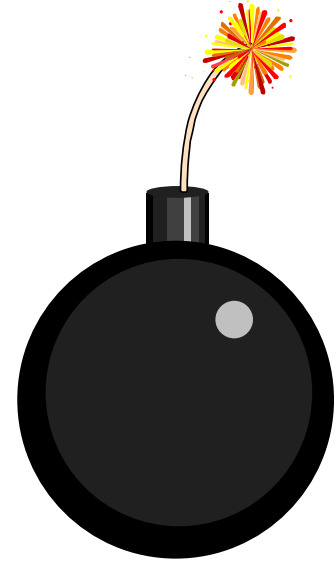
- No amount of violence is acceptable in the workplace
- Do not accept a challenge to fight
- GET AWAY and YELL for help
- Consequences for fighting
  - injury
  - disciplinary action
  - criminal charges
  - sued by your assailant



# WEAPONS

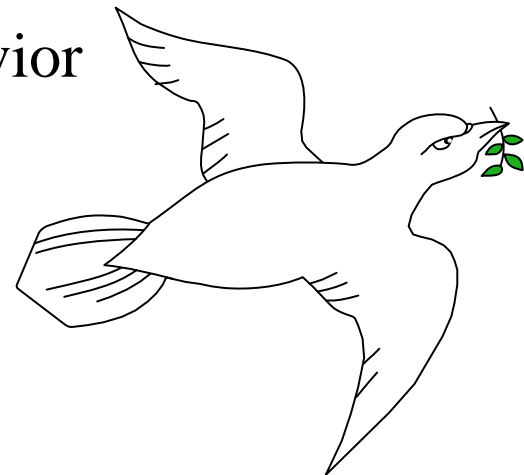
## SPECIAL CONSIDERATIONS

- Extremely dangerous
- No sudden moves
- Keep hands visible
- Follow all instructions
- Repeat the instructions before you comply
- Don't exceed the instructions
- **IF SAFE TO DO SO** - Call the Campus Public Safety
- **DO NOT BE A HERO** - no challenges or confrontations



# CONCLUSION

- No workplace is immune to violence
- Violence is unnecessary and unacceptable
- Minor incidents are bad for morale and productivity
- Major incidents can lead to injury or even death
- Watch for warning signs of violence
- Report threats, assaults, intimidation, sexual harassment
- Report aggressive and violent behavior
- Try to resolve conflicts peacefully



# CONCLUSION

- Never attempt to reason with an unreasonable opponent - walk away
- If violence comes to you - do not fight back unless your life is in immediate danger - get away and get help
- Most workplace violence begins as a disagreement between co-workers





# FINAL THOUGHT

- If we treat people with respect, and refuse to tolerate aggressive behavior, we can all help to prevent incidents of workplace violence.



# QUESTIONS AND ANSWERS



The Campus Public Safety Department  
<http://www.wou.edu/admin/safety>

