



# VIOLENCE PREVENTION

## TYPES OF WORKPLACE VIOLENCE

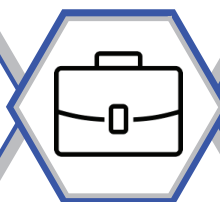
### THE FOLLOWING ARE VARIOUS TYPES OF WORKPLACE VIOLENCE:

- Employer directed - violence against workplace authority; that is a supervisor, manager, or director.
- Domestic directed - partner or would be partner engages in violence against the object of his or her affections.
- Property directed - acts against any property owned by the company and/or employer.
- Commercial directed - an employee participates in events against the company, such as theft of property or money, that may also involve violence.



## PREVENTATIVE MEASURES

- Understand the warning signs of violence.
- Prepare for "what if" situations.
- Understand company procedures regarding violent situations.
- Be aware of weapons brought into the work environment.
- Take threats seriously.
- Alert supervisor if any of the above have occurred.



## WHAT YOU CAN DO

1. Treat fellow employees with respect.
2. Get to know those around you.
3. Improve communication throughout the workplace.
4. Improve working conditions by offering safety suggestions.
5. Inform management of any suspicious activities.
6. Look for warning signs of violence.
7. Encourage others to be alert for danger signs in co-workers.
8. Listen for verbal intimidation.
9. Watch for psychological abuse between employees.
10. Be attentive of behavioral pattern changes in fellow workers.
11. Become more responsive to others at work.



## OSHA REPORTING AND REQUIREMENTS

OSHA 29 CFR 1904.8 requires employers to report incidents, including those involving workplace violence, that result in the hospitalization of three or more employees or a fatality. NOTE: VERBAL REPORTS MUST BE MADE WITHIN 8 HOURS TO THE CLOSEST OSHA OFFICE OR APPROPRIATE STATE OSHA ACT ENFORCEMENT AGENCY.

OSHA 29 CFR 1904.2 also requires employers to record all occupational injuries and illnesses sustained by their employees. Injuries and illnesses that occur as a result of workplace violence are recordable where the event takes place on the employer's premises. If the incident occurs off the premises, it is recordable if the employee was involved in a job-related activity, or was present at the site because of a condition of employment.

## WARNING SIGNS

### PHASE ONE

- Behavior changes
- Uncooperative on an on-going basis
- Uses profanity regularly
- Argues constantly
- Spreads gossip and rumors with intent to harm others
- Makes unwanted sexual remarks
- Hostile toward customers and co-workers
- Irritability and anxiety climbs
- Sleep disturbances are mentioned at work

### PHASE TWO

- Plays the role of victim
- Writes violent or sexual notes to employees or management
- Verbalizes desire to hurt co-workers or employer
- Steals or sabotages company equipment and property
- Disregards company policies and procedures
- Intensity of arguments or altercations increase
- Accidents increase
- Noted decrease in interest and confidence in work

### PHASE THREE

Intense anger followed by:

- Depression or withdrawal
- Property destruction
- Physical fighting
- Threats of suicide
- Use of weapons to harm others

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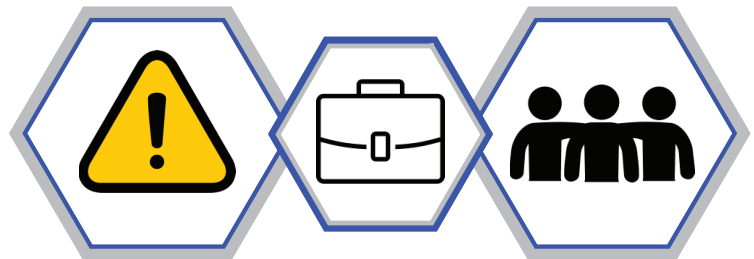
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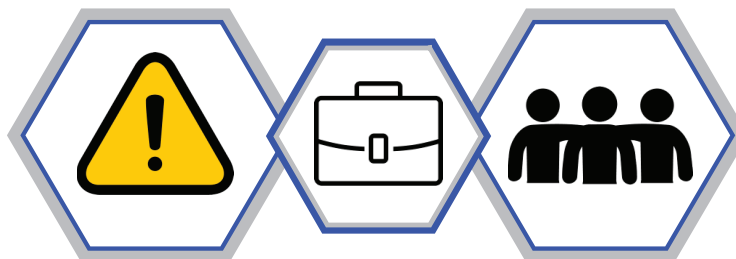
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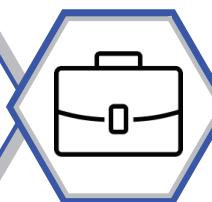
## TYPES OF WORKPLACE VIOLENCE

- **Employee directed** - an employee engages in violence against a fellow employee.
- **Domestic directed** - partner or would be partner engages in violence against the object of his or her affections.
- **Customer directed** - a customer engages in violence against an employee.
- **Co-worker directed** - an employee engages in violence against a fellow employee.
- **Company directed** - an employee participates in events against the company, such as theft of property or money, that may also involve violence.



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LABOR LAW POSTER SERVICE | TO RE-ORDER CALL TOLL FREE (877) 321-4144

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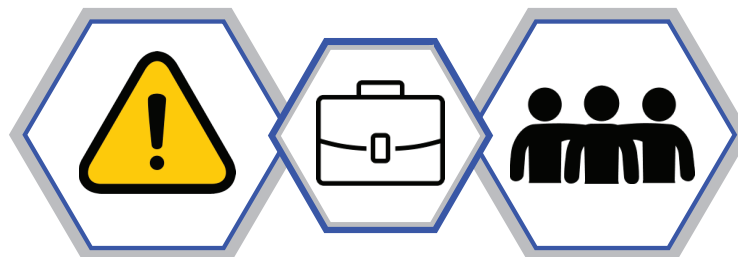
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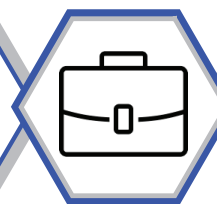
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