



REDUCING

**WORKPLACE
VIOLENCE**

PRACTICAL SECURITY

REAL RESILIENCE

By WorldSafe



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Reducing Workplace Violence:

TOP 10 EXPERT STRATEGIES FOR A SAFER ORGANIZATION

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Introduction

Workplace violence has become an increasingly urgent concern across the United States, with sectors like healthcare, education, and retail seeing sharp rises in incidents. Nearly 2 million U.S. workers experience workplace violence each year, with healthcare workers facing it at five times the rate of other industries. In this ebook, WorldSafe presents ten expert-driven strategies to help leaders across sectors—from HR and security professionals to healthcare operations and business executives—understand and reduce the risk of workplace violence.

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STRATEGY 1: ESTABLISH A ZERO-TOLERANCE POLICY AND PREVENTION PLAN

Develop a clear, organization-wide zero-tolerance policy against workplace violence, covering all individuals—employees, clients, visitors, and contractors. This should be part of a broader workplace violence prevention plan aligned with OSHA standards and state requirements like California’s SB 553. Leadership buy-in is essential. Policies must be visible, enforced, and backed by defined reporting and response protocols.

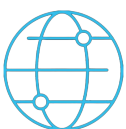
STRATEGY 2: CONDUCT REGULAR RISK ASSESSMENTS AND SAFETY AUDITS

Identify potential risk areas through formal safety audits and risk assessments. Engage frontline staff to provide input and track incident reports for patterns. Use findings to implement environmental and administrative changes that mitigate threats, from building layout adjustments to increased security during vulnerable shifts.



STRATEGY 3: **ENSURE ADEQUATE STAFFING AND REDUCE TRIGGERS**

Overworked employees and high-stress environments can escalate situations. Ensure staffing levels are appropriate, especially in high-risk sectors like healthcare. Providing sufficient coverage and backup support reduces stress and helps prevent volatile interactions.



STRATEGY 4: STRENGTHEN PHYSICAL SECURITY AND CONTROL THE ENVIRONMENT

Enhance environmental safety through Crime Prevention Through Environmental Design (CPTED). Use surveillance, adequate lighting, secure entry systems, and layout designs that minimize isolation and entrapment. Panic buttons and badge-access areas offer frontline defense.



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STRATEGY 5:

TRAIN EMPLOYEES IN DE-ESCALATION AND EMERGENCY RESPONSE

Implement comprehensive training that includes identifying warning signs, de-escalation techniques, and emergency procedures. Simulations and role-playing exercises prepare staff for real-life scenarios. Make training ongoing and role-specific.

STRATEGY 6:

ENCOURAGE REPORTING AND FOSTER A SPEAK- UP CULTURE

Build a culture of trust by establishing multiple safe channels for reporting threats or incidents. Normalize reporting "minor" behaviors, and train managers on how to escalate concerns. Publicize follow-up actions taken to reinforce transparency and responsiveness.





STRATEGY 7: CREATE THREAT ASSESSMENT TEAMS AND CRISIS RESPONSE PROTOCOL



Form multidisciplinary threat assessment teams including HR, legal, security, and mental health experts. These teams assess credible threats, plan interventions, and coordinate with law enforcement. Maintain and drill emergency response plans so all employees are prepared.





STRATEGY 8: OFFER SUPPORT TO AFFECTED EMPLOYEES AND ENFORCE ACCOUNTABILITY

Support affected employees through counseling, peer support, and paid recovery time. Investigate all incidents and hold perpetrators accountable, whether through internal action or legal prosecution. Review each incident to strengthen prevention strategies.

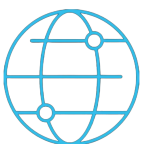
STRATEGY 9: COLLABORATE WITH LAW ENFORCEMENT AND ADVOCATE FOR STRONGER PROTECTIONS

Partner with local law enforcement to conduct safety audits and participate in response drills. Advocate for legislation that protects employees, especially in healthcare and education. Support national standards and compliance frameworks.



STRATEGY 10: LEVERAGE EMERGING TECHNOLOGIES FOR EARLY DETECTION AND PREVENTION

Adopt AI-driven surveillance, wearable panic devices, and smart reporting platforms to enhance real-time awareness and response. These tools act as force multipliers and help detect threats early.





CONCLUSION

Reducing workplace violence is both a strategic and moral imperative. By proactively implementing these ten strategies, organizations can protect their people, maintain compliance, and build a culture rooted in safety and respect. As incidents rise, the time to act is now.

ABOUT WORLDSAFE

WorldSafe is a leading provider of physical security risk assessments, resilience consulting, and crisis management solutions. Our mission is to help organizations identify, prepare for, and mitigate threats before they escalate. Visit www.worldsafe.co to learn more or schedule a free virtual risk assessment.



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