



Workplace Violence Prevention

Recognition, Response & Prevention Strategies

Understanding Workplace Violence

Workplace violence encompasses any act or threat of physical violence, harassment, intimidation, or other threatening behavior that occurs at the work site. It affects employees across all industries and can have devastating consequences for individuals and organizations.

Types of Workplace Violence

- **Type I - Criminal Intent:** Perpetrator has no relationship to workplace (robbery, trespassing)
- **Type II - Customer/Client:** Violence by someone receiving services (patients, customers)
- **Type III - Worker-on-Worker:** Current or former employee targets colleagues
- **Type IV - Personal Relationship:** Domestic violence that spills into the workplace

Warning Signs to Monitor

Behavioral Indicators:

- Increased agitation or mood swings
- Verbal threats or intimidation
- Obsession with weapons or violence
- Paranoia or persecution complex
- Significant personal stressors (divorce, financial crisis)
- Declining work performance
- Social isolation or withdrawal
- Substance abuse issues



Prevention Strategies

Organizational Level:

- Establish clear zero-tolerance policies
- Implement threat assessment teams
- Provide regular training for all staff
- Create confidential reporting mechanisms
- Conduct security assessments
- Develop emergency action plans

Individual Level:

- Trust your instincts concerning behavior
- Report threats or suspicious activity immediately
- Know your workplace emergency procedures
- Identify safe areas and exit routes
- Maintain professional boundaries

Active Threat Response: Run, Hide, Fight

RUN: If there's an accessible escape path, evacuate immediately

- Leave belongings behind
- Help others escape if possible
- Call 911 when safe

HIDE: If evacuation isn't possible, find a secure location

- Lock and barricade doors
- Silence phones
- Hide behind large objects
- Remain quiet

FIGHT: As a last resort, when life is in imminent danger

- Act with physical aggression
- Use improvised weapons
- Commit to your actions



After an Incident

- Ensure immediate safety and medical care
- Preserve evidence and document everything
- Provide crisis counseling and support services
- Conduct a thorough investigation
- Review and update security measures
- Address organizational trauma and recovery

Every workplace should have a comprehensive violence prevention program in place.



Professional Services Available

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