



Workplace Violence Prevention

BEHAVIORAL INDICATORS

- Abusing Drugs & Alcohol
- Appears Depressed
- Changes in Health or Hygiene
- Dramatic Personality Change
- Drop in Productivity
- Erratic Behavior
- Feels Victimized
- Habitual Complainer
- Indifferent to Attendance Issues
- Loner
- Makes Threats
- Quiet but Disruptive Outbursts
- Repeated Disciplinary Issues
- Stressful Work Relationships
- Symptoms of Paranoia
- Unpredictable Emotions
- Work Romances

VIOLENT BEHAVIOR TRIGGERS

- Being Harassed
- Being Laid Off or Fired
- Feeling Disrespected
- Poor Performance Review
- Not Taken Serious When Asking for Help
- Overbearing Management
- Overwhelmed by Amount of Work
- Passed Over for Promotion
- Received Disciplinary Action

PREVENTATIVE MEASURES

- Develop or Update Workplace Violence Prevention Program
- Conduct Active Shooter Practice Drills
- Conduct Employee Awareness Training
- Create a “No Violence Tolerance” Policy
- Develop an Active Shooter Program/Plan
- Develop an Emergency “Buddy System”
- Encourage Reporting All Concerns
- Ensure Employee Interest by Management
- Have All Persons Visibly Wear ID Badges
- Maintain Constant Access Control
- Make Use of Surveillance Cameras
- Monitor All Access Points
- Pay Attention for Warning Signs
- Perform Pre-employment Background Checks
- Promote Respect for All Employees
- Provide a Visible Security Presence Deterrence
- Provide an Anonymous Tip-line
- Provide Employee Assistance Program (EAP)
- Register All Visitors/Contractors/Vendors
- Start a Threat Assessment Team (TAT)
- Train Management to Approach Confrontations Calmly

RESPONSE TO AN ACTIVE SHOOTER

1) Run

- Have an escape route and plan in mind
- Leave your belongings behind
- Keep your hands visible

2) Hide

- Hide in an area out of the shooter’s view
- Block entry to your hiding place and lock the doors
- Silence your cell phone and/or pager

3) Fight

- As a last resort and only when your life is in imminent danger
- Attempt to incapacitate the shooter
- Act with physical aggression and throw items at the active shooter

Source: U.S. Dept of Homeland Security

Indicators do not automatically imply the person will become violent. More warning signs should increase concern. Determine how serious a threat actually is and decide the best action to take in each case.

It may require immediate action, i.e. call the police, professional counseling, etc. There are no guarantees; these measures should reduce the chances of a violent event of occurring.