

Workplace Violence

Know Warning Signs

- Threatening statements to kill/harm self or others, direct or veiled
- Intimidating, bullying, or threatening behavior, both physical and verbal
- Confrontational, angry, easily provoked
- Changes in personality, mood or behavior
- Excessive contact – visits, email, phone calls

Risk Assessment

- A **risk assessment** has to take place **immediately** to determine (a) if there is imminent danger, (b) to understand what resources are available to the person being threatened, and (c) to determine potential impact of violence to others
- Even if in doubt, call HR and/or the police to discuss

Safety Plans

Ongoing Safety Plans

- In place on an ongoing basis
- Involves regular education of all employees in the work unit
- Create a code word for employees to use as needed
- Consult with Police about exit strategy and other tips for your work unit

Safety Plans

Safety Plans in Response to Specific Incidents - critical

A **safety plan** in this case had to include a safe place for the individual to stay, an assessment of who else may be impacted, notice to the police – especially so they could watch over the dorm mates, and resources for ongoing support.

Be an Advocate

- People in these situations are extremely vulnerable and need an **advocate** to help them through while at the same time, not making decisions for them
- People around the individual who may be impacted also need to feel safe

Communication

Having a communication plan is key

- Employees should know who to contact to report incidents or situations
 - In the work area
 - At the UW
- During a critical incident, there should be regular updates, providing needed info but not necessarily all the details

Be Prepared

Situations do not only come up M-F, from 8-5. We need to **be prepared** and prepare our staff to handle situations at any time.

Provide training to communicate safety plan and tips to employees on a regular and consistent basis.

Scenario #1

Scenario #2

Scenario #3