

WORKPLACE VIOLENCE

Preparing your site

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Why should companies prepare?

Statistics on workplace violence in the US:

- 2nd leading cause of on-the-job fatalities, behind automobile accidents.
- Leading cause of death in the workplace for women.
- 2 million American workers report being a victim of workplace violence every year.
- Businesses are the most common location of active shooter attacks.
 - The FBI reports that 45.6% of active shooter incidents occur at a commercial areas with and without pedestrian traffic.
- Costs the American workforce \$36 Billion annually.

What are the requirements?

OSHA Requirements for Business: A duty to protect

The failure of an employer to address the threat of an active shooter in the workplace can be an Occupational Safety and Health Act (OSHA) violation under the General Duty Clause (Section 5(a)1). It requires employers to provide their employees a place of employment that is free from recognizable hazards that are causing or likely to cause death or serious harm. OSHA violations can lead to citations, fines, lawsuits and damage to institutional reputation.

Recent court rulings throughout the country have allowed negligence suits filed by victims of Active Shooters to proceed against employers for failing to provide defensive training to their employees. In other words, companies can no longer avoid their corporate responsibility to provide training on both how to spot potential active shooters and on how react if so confronted.

What can companies do?

Assess, prepare, practice, act

There are steps that can be taken to decrease the chances of workplace violence and increase overall preparedness.

Businesses need threat assessment; researching and assessing vulnerabilities to different types of disasters.

They also need to have emergency plans and protocols in place in case of any such emergency situation. Most significantly, these plans must be taught and implemented.

- All employees should be trained and must be aware of the emergency plans.
- Drills should be run regularly to practice for emergency situations.
- Crisis Management Team planning is key to making sure the emergency is navigated successfully.

Preparing your employees:

- Awareness training
 - Crisis Management Team – Training
 - Annual Drills and re-training
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- Employee Notification Systems
 - Email or group text messaging system
 - Intercom – code system

- **Workplace violence** is defined as any direct or implied threat, intentional act or other conduct that would arouse fear, hostility, intimidation or the apprehension of harm in another person for his/her personal safety, or for the safety of his/her family, friends, co-workers, clients, employer or property. These guidelines apply to threats or other conduct that occur on Company Premises, occur during the course of Company business, occur through the use of Company property, and/or affect business interests
- A **threat** is any action taken or intent communicated to place another individual under the apprehension of violence or harm. A threat can be communicated in writing, verbally, or by gesture, or by any combination thereof. In some instances a threat can constitute a criminal act. Examples of threats include menacing gestures, flashing of a concealed weapon, stalking, or statements of dire consequences if certain actions are or are not taken.

Individuals
don't just
"snap"

and suddenly
become violent
without prior
indications or a
perceived
provocation.

Seldom random or
"out of the blue"

Co-workers
often say
they were
concerned
but never
reported it.

The path to
violence is an
evolutionary
one—often marked
by behaviors.

if you
SEE
something
SAY
something

What would I do if it happened here?

Police may not respond in time

Become a stakeholder in your own safety and security

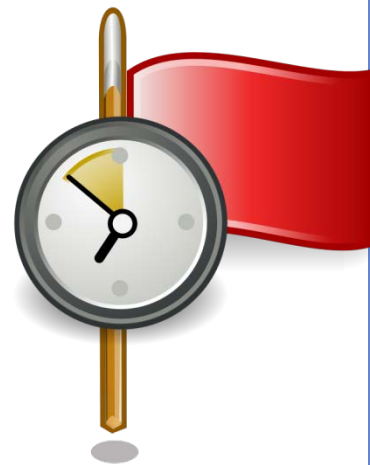
These situations can end in minutes

If you see something, say something!

- Sudden withdrawal from current social circle
- Sudden decrease in productivity
- Overreaction to stimuli, poor impulse control
- Emotional display inconsistent with stimulation
- Threats of sabotage against property of employer
- Actual threats or intimidation of others
- Immediate or delayed violent reaction to discipline or termination
- Discussions of stalking or harassing others
- Talk of or unusual interest in suicide
- Feelings of extreme desperation, marital discord, financial distress, etc.



- Emotional instability or violent behavior
- Extreme stress
- Profound personality changes
- Feels victimized by supervisors or the entire organization
- Making threats or alluding to acts of violence
- Extreme paranoia or depression
- Displays behavior inappropriate to the situation at hand
- Exhibits signs of drug or alcohol abuse
- Involved in a troubled romantic situation



Especially when coupled with...

- Diminished work performance
- Frequent unplanned absences/tardiness
- Poor co-worker relations
- Relationship problems including emotional abuse, separation, divorce
- Disruptive visits from current or former partners
- Unexplained bruises or injuries



Do you have a plan?

DHS - RUN. HIDE. FIGHT.

Prepare / Have a Plan



Discussion

Bankruptcy

Facility Closures

RIF

Home Foreclosures

Concealed Handgun Licenses

Economic Stress

Relationships

“Company Knew Employee Made Threats and Did Not Notify Police”

“Some state laws....guns authorized in parking lots”

Loss of Retirement Funds

