

# Workplace Violence



# What is **workplace violence**?

- Any act against an employee that creates a hostile work environment and negatively affects the employee, either physically or psychologically. These acts include all types of physical or verbal assaults, threats, coercion, intimidation and all forms of harassment.



# Types of **workplace violence**:

Employer Directed: violence against workplace authority: supervisor, manager, director.

Example: harassing a supervisor or other authority figure.

Domestic Directed - partner or would be partner engages in violence against the object of his or her affections.

Example: An ex-boyfriend/girlfriend comes to place of work and harasses their former partner.



# Types of **Workplace Violence:**

Property Directed - acts against any property that the company/employer owns.  
Example: Vandalism against any County property.

Commercial Directed - an employee participates in events against the County that can include theft of money or property and may also involve violence.  
Example: Theft of County Property.



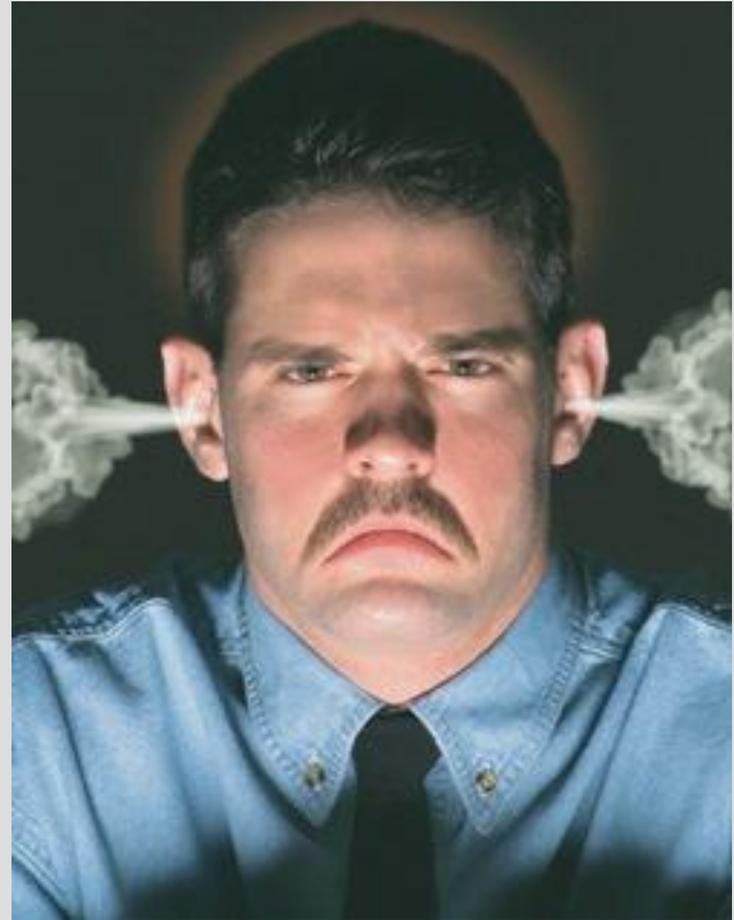
# Potential Causes of **Workplace Violence**

- **62% personality conflicts**
- **27% work-related stress**
- **27% family or marital problems**
- **25% emotional problems or mental illness**
- **16% firings**
- **16% drugs/alcohol**



# Likely to Commit

- **white males over 35**
- **history of violence**
- **military fascination**
- **loner or extremist**
- **difficulty accepting authority**
- **carries a grudge; blames others for their problems and perceived injustices**
- **makes direct or subtle threats**
- **dramatic personality change (e.g., sudden hostility)**



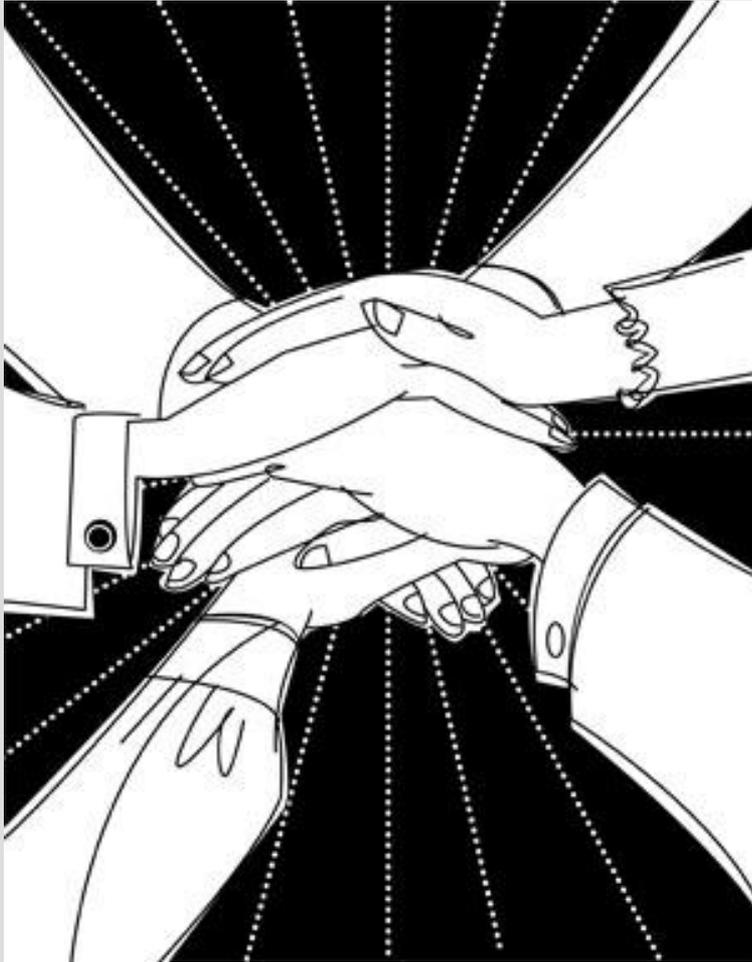
# Who's at Risk?

- Anyone can be a victim of workplace violence, but some employees are at a heightened risk. Among them are workers who:
  - Exchange money with the public;
  - Deliver passengers, goods, or services;
  - Work alone or in small groups, during late night or early morning hours
  - Work in high-crime areas, or in community settings and homes where they have extensive contact with the public.



# Workplace Violence Prevention

What we want you to know:



- We have a Zero-Tolerance policy for workplace violence.
- We encourage employees to promptly report incidents and suggest ways to reduce or to eliminate risks.
- We will promptly and thoroughly investigate all reports of threats of violence, actual acts of violence, and of suspicious individuals or activities.

# Managing a Violent Situation

- A person intent on committing a violent act often can defeat even well conceived security measures.
- What You Should Do:
  - Alert security or police
  - Keep yourself out of danger.
  - Do not try to physically restrain or remove a violent individual.
  - Contact your supervisor or Human Resources immediately.



# After Completion of Training

Highlight the following email address [sullivana@wilsoncountyttn.com](mailto:sullivana@wilsoncountyttn.com), right click and choose open hyperlink. This will open an email, type “Workplace Violence” in the subject line. Give your name, department and date training was completed.

Questions call 466-5138.