



WORKPLACE VIOLENCE

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DEFINITION OF WORKPLACE VIOLENCE

- ◆ Workplace violence is any physical assault, threatening behavior, or verbal abuse occurring in the work setting
- ◆ A workplace may be any location either permanent or temporary where an employee performs any work-related duty



ACTS OF WORKPLACE VIOLENCE

- ◆ Aggravated assault
- ◆ Sexual assault
- ◆ Product tampering
- ◆ Sabotage
- ◆ Homicide
- ◆ Includes acts committed during robberies



IS WORKPLACE VIOLENCE AN EPIDEMIC?

◆ CDC SAYS.....

- Violence has reached “epidemic proportions”
- 111,000 violent incidents per year
- 750 - 1,000 workplace homicides per year



WORKPLACE VIOLENCE

- ◆ Is the second leading cause of death in the workplace overall
- ◆ Is the leading cause of death in the workplace for females
 - 1 out of 20 women will be the victim of a stalker



WHAT CAUSES VIOLENT ACTS?

- ◆ Disgruntled Employees
- ◆ Domestic Disturbance
- ◆ Delusional Person



DISGRUNTLED EMPLOYEE

- ◆ Long Tenure
- ◆ Stressor causes violence
- ◆ End of the line



DOMESTIC DISTURBANCE

**Violence spills over into
the workplace**



DELUSIONAL PERSON

- ◆ Acts against perceived to be wrong
- ◆ No connection to organization



NCVC, FBI ACADEMY

- ◆ Serial Killers
- ◆ Serial Rapists
- ◆ Workplace Violence

Stressors are the same



WHO COMMITS WORKPLACE VIOLENCE?

- ◆ Employee
- ◆ Former Employee
- ◆ Contractor
- ◆ Customer
- ◆ Vendor



“PROFILE” OF A
PERPETRATOR

**THERE IS NO
PROFILE!**



PATTERNS AND PROFILES

- ◆ Look for patterns rather than individual warning signs
- ◆ Profiles can help identify potential problems However, they are not all inclusive or exclusive



INDICATORS OF A PERPETRATOR

- ◆ White male
- ◆ 30 - 50 years old
- ◆ Problem Employee
- ◆ History of Violent Behavior
- ◆ Intimidates Others
- ◆ Possible Substance Abuse



INDICATORS OF A PERPETRATOR

- ◆ Obsessed with guns, gun magazines
- ◆ Interested in past acts of violence in the workplace
- ◆ Makes open or veiled threats
- ◆ Obsessed with job
- ◆ Loner

INDICATORS OF A PERPETRATOR

- ◆ Paranoid
- ◆ Can't take criticism
- ◆ Holds a grudge





WHY DO SOME ACT OUT?

NO SUPPORT SYSTEM



WHY MEN AS PERPETRATOR?

- ◆ More aggressive
- ◆ Taught not to seek help
- ◆ “Be Tough”



**30 - 40 % COMMIT
SUICIDE OR “SUICIDE
BY COP”**



WHAT CAN AN ORGANIZATION DO?

- ◆ Prepare employees for downsizing
- ◆ Implement humane termination policies
- ◆ Provide job skills training
- ◆ Provide counseling



BETTER USE OF PRE-SCREENING AND BACKGROUND INVESTIGATIONS



SECURITY OFFICER'S ROLE

- ◆ Educate
- ◆ Listen
- ◆ Work with Management



EDUCATE THE WORKFORCE

**Workplace violence can
and does happen**



SUPERVISORS ROLE

- ◆ Be prepared to listen to employee concerns
- ◆ Notify Human Resources of potential problem
- ◆ Work with organization EAP
- ◆ Notify Security of potential problem



PREPARE A RESPONSE PLAN

- ◆ Analyze past incidents
- ◆ Assess potential for violence
- ◆ Assess preparedness




DEVELOP A RESPONSE TEAM

- ◆ Employee Assistance Personnel
- ◆ Personnel Specialists
- ◆ Medical Professionals
- ◆ Law Enforcement


Guard Force

Local Police



WHY DON'T EMPLOYEES REPORT SUSPICIONS?

- ◆ Fear of becoming a target
- ◆ Fear of retaliation
- ◆ Don't want to get involved



WORKPLACE VIOLENCE IS BECOMING AN EPIDEMIC



QUESTIONS?