BPS BUSINESS PROTECTION SPECIALISTS

ESSENTIAL GUIDE

Workplace Violence Prevention

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When it comes to physical security, your mission is our mission.

Frank Pisciotta, CSC
President & CEO of BPS

YEARS OF COMBINED SERVICE	CLIENTS SERVED	YEARS IN BUSINESS	REFERRAL RATE
150+	4746	36	96%

Introduction

In today's complex work environment, ensuring the safety and well-being of employees is paramount.

This comprehensive guide on Workplace Violence (WPV) Prevention is designed to empower employers, managers, and employees with the knowledge and tools needed to recognize, report, and prevent potentially violent situations in the workplace. By understanding the signs and taking proactive measures, we can create safer, more secure work environments for everyone. This guide emphasizes the crucial "See Something, Say Something" approach to workplace safety.

Understanding Workplace Violence

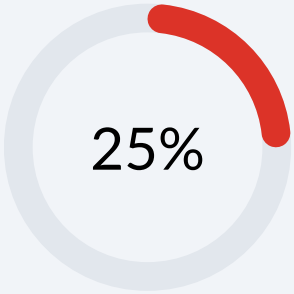
WPV is prohibited and is defined as any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs in the work setting. It encompasses a wide range of actions, including:

- Bullying, intimidation, or harassment
- Verbal, written, or indirect threats
- Aggressive or hostile acts
- Behavior that causes emotional distress or creates a reasonable fear of injury
- Physical assault or the threat of assault

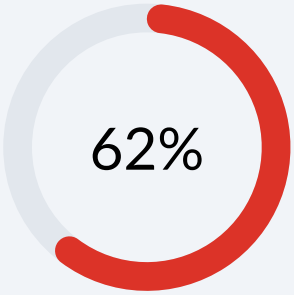
The Scale of the Problem

WPV is a significant issue in the United States. According to recent statistics:

One in four have witnessed workplace violence happening to another employee, and 12% have been the target of workplace violence themselves.



Fatalities due to violence and other injuries by persons or animals is increasing year-on-year. Homicides accounted for 62% of these fatalities in 2022.



Sources: Occupational Safety and Health Administration (OSHA) and American Society of Safety Professionals.

The Warning Signs

What to Look For

Baseline "Red Flag" Behaviors

Be observant for the following baseline behaviors that might indicate a potential for violence:

- Preoccupation with violent themes or revenge
- History of violence, intimidation or bullying
- Drug/alcohol abuse
- Hyper-sensitive to criticism
- Mental illness
- Lack of empathy
- Past pattern of direct or veiled threats
- Feels entitled to receive special treatment
- Talks about and/or fantasizes about revenge or violence
- Holds grudges
- Preoccupation or fascination with weapons
- Poor attitude, continual excuses and blames others for his/her problems
- A "loner", few interests outside work
- Frequently angry or argumentative

Changes in Baseline Behavior

Pay attention to significant changes in an individual's behavior, such as:

- Decline in productivity
- Concentration problems
- Attendance problems
- Social isolation
- Increase in angry outbursts
- Careless health & hygiene
- Depression

Life-Changing Events

Be aware that certain life events can increase the risk of violent behavior:

- Recent family problems (e.g., divorce)
- Legal difficulties
- Financial problems
- Job loss / Termination

The probability for a violent act to occur increases greatly when occuring with Baseline Behaviors, Changes in Baseline Behaviors AND a Life-Changing Event.

The Response Plan

What to do next

Reporting

When you feel uncomfortable, and particularly if you see the three conditions on the previous page (baseline behaviors, changes in behavior, and a life-changing event), report immediately to any of the following:

- Direct supervisor or other member of management
- Local or facility Human Resources and/or Security
- Your organization's Ethics Hotline
- **911 if there is an immediate threat**

REMEMBER

See Something, Say Something

Your Role in Prevention

Proactive Steps for a Safer Workplace

Workplace violence is preventable if everyone does their part and works together. Here's what you can do:

- Understand and comply with security measures.
- Do not allow unknown persons to enter the workplace with you or use your badge to open doors for someone else.
- Understand and comply with security measures.
- Never prop open security doors.
- Do not escalate confrontation – follow appropriate procedures to resolve conflicts.
- Know what to do during WPV emergencies.
- Contribute to an environment of mutual respect.
- Challenge and correct unsafe practices and conditions.
- Know when to take action.
- Report co-worker WPV concerns in a timely manner, including personal threats from external or domestic sources. Domestic violence and stalking can impact many people, and help can be provided if reported.
- Do not simply dismiss unusual behavior. Report it.

Everyone must do their part to keep themselves and others safe.

Safeguarding your workplace against violence is an ongoing commitment that we can achieve together.

At BPS, we partner with organizations to create and maintain secure work environments through vigilance, education, and expert guidance.

Our Expertise

Since 1990, hundreds of national and international organizations have relied on BPS to keep their people, assets and information safe. With a **Net Promoter Score (NPS)** of **96%**, you can place your trust in us.

We help **Security** and **Environmental Health and Safety** professionals navigate their most critical challenges by offering data-driven solutions that span multiple industries and applications.

INDUSTRIES

- State & Local Government
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Get in touch

Don't wait for a tragedy to occur.

Take proactive steps to safeguard your workplace and employees.

Reach out to BPS and let us help you build a culture of safety and security.

Send us a message
contact@securingpeople.com

Talk to us now
800-560-2199

Learn more
securingpeople.com