

Signs of Violence and Workplace Violence Prevention

Do your employees know how to recognize the potential for violence in the workplace? Do they understand the steps they can take to help prevent workplace violence and deal with it effectively should a confrontation occur? Below is some information to convey to your employees.

The potential for violence is a workplace security issue that you need to be aware of and prepared to deal with. Especially important is being alert to signs of possible violence. For example, watch for troubling behavior such as that of someone who:

- Makes threats or intimidates others
- Gets very angry easily and often and uses abusive language
- Talks about weapons or brings them to work
- Believes others are out to get him or her
- Blames problems on others and holds grudges
- Demonstrates extreme mood swings or seems to be suffering from extreme stress

You can also take other steps to prevent workplace violence or deal effectively with potentially violent confrontations.

- The most important prevention tactic is to report any threats or troubling behavior to your supervisor right away.
- It's also a good idea to arrange a danger signal with co-workers so that you can warn one another in the event of a violent confrontation.
- If prevention fails and you are confronted by a potentially violent person, try to run away if you can and call for help.
- If you can't get away, remain calm, show respect, do what the person tells you, and don't do anything to provoke him or her. For example, never argue with a violent person or tell the person he or she is wrong to be upset.