

Workplace Violence



What is workplace violence?

Workplace violence is violence or the threat of violence against workers. It can occur inside or outside of the workplace and can range from threats and verbal abuse to physical assaults and homicide.

Employers can:

- Provide safety education
- Secure the workplace
- Establish a zero-tolerance policy towards workplace violence
- Limit the amount of cash on hand
- Equip staff with safety equipment
- Have a "buddy system" or escort service
- Encourage employees not to enter if they feel unsafe
- Develop policies and procedures to ensure employee safety

Employees can:

- Learn how to recognize, avoid or diffuse potentially violent situations
- Alert supervisors to any safety concerns
- Avoid traveling alone or to unfamiliar locations when possible
- Carry only minimal money and required identification into community settings

Who is vulnerable?

- 2 million workers become victims of workplace violence each year
- Violence can strike anywhere and no one is immune
- Professions at higher risk include:
 - Workers exchanging money to the public
 - Those who deliver passengers, goods or services
 - Those who work alone or in small groups
 - Late night or early morning workers
 - Those that work in high crime areas

What should employers do after an incident of violence?

- Encourage employees to report and log all incidents and threats
- Provide prompt medical evaluation and treatment
- Report incidents to police
- Inform victims of their right to prosecute
- Offer stress debriefing to employees
- Investigate all violent incidents and threats and institute corrective actions
- Discuss changes in the program during regular employee meetings.

The Bismarck Police Department wants you to be safe both on and off the job. By practicing and implementing strategies against workplace violence, you will reduce the opportunities of becoming a victim.