



SafetyAlert

We're Serious About Safety

Violence in the Workplace

Workplace violence is violence or the threat of violence against workers. It can occur at or outside the workplace and can range from threats and verbal abuse to physical assaults and homicide, one of the leading causes of job-related deaths. However it manifests itself, workplace violence is a growing concern for employers and employees nationwide.

Nothing can guarantee employee safety from workplace violence, but there are steps employers/employees can take to minimize the risk:

- Notify management/supervisors about any concerns regarding safety and/or security.
- Take every threat seriously, and never underestimate the potential for violence.
- Secure the workplace, where applicable install video surveillance, extra lighting, and alarm systems. Minimize access by outsiders through identification badges, electronic keys, and guards.
- Instruct employees not to enter any location where they feel unsafe. Introduce a “buddy system” or provide an escort service or police assistance in potentially dangerous situations or at night.
- Develop policies and procedures covering visits by home health-care providers. Address the conduct of home visits, the presence of others in the home during visits, and the worker’s right to refuse to provide services in a clearly hazardous situation.
- Always position yourself in such a manner to provide a way to the exit if a person becomes violent.
- Let others know what you are doing so they can monitor your safety.

Domestic Violence in the Workplace

- Encourage victims and/or potential victims to notify the appropriate entity in workplace regarding domestic problems.
- Keep a copy of restraining/court orders on file in the workplace with a photo of the individual named in the order along with any applicable vehicle information.
- Never downplay or minimize the situation.

Coping with an Active Shooter Situation



RUN

- Take note of the nearest exits in any facility you visit – have an escape route and plan in mind.
- Evacuate if it is safe to do so – leave your belongings behind and keep your hands visible.



HIDE

- If it is not safe to evacuate – shelter in place – try to get into a room and secure the door as best as possible.
- Silence the ringer and vibration features on your cell phone.
- Turn off the lights if possible and stay as low to the ground as possible.



FIGHT

As a last resort and only when your life is in imminent danger, when the shooter is in close range and you cannot flee:

- Attempt to incapacitate the shooter
- Act with aggression and use any means at your disposal



CALL 911

When in doubt, call the police.
Trust your instincts!



Beacon Mutual offers a variety of training opportunities for employees, supervisors and managers. Please check our seminar schedule for more information.

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