

Workplace Violence



Rutherford County
Human Resources

What is workplace violence?

- Any act against an employee that creates a hostile work environment and negatively affects the employee, either physically or psychologically. These acts include all types of physical or verbal assaults, threats, coercion, intimidation and all forms of harassment.



Types of workplace violence:

Employer Directed: violence against workplace authority: supervisor, manager, director.

Example: harassing a supervisor or other authority figure.

Domestic Directed - partner or would be partner engages in violence against the object of his or her affections.

Example: An ex-boyfriend/girlfriend comes to place of work and harasses their former partner.



Types of Workplace Violence:

Property Directed - acts against any property that the company/employer owns.

Example: Vandalism against any company property.

Commercial Directed - an employee participates in events against the company that can include theft of money or property and may also involve violence.

Example: charging personal items on a business expense account.



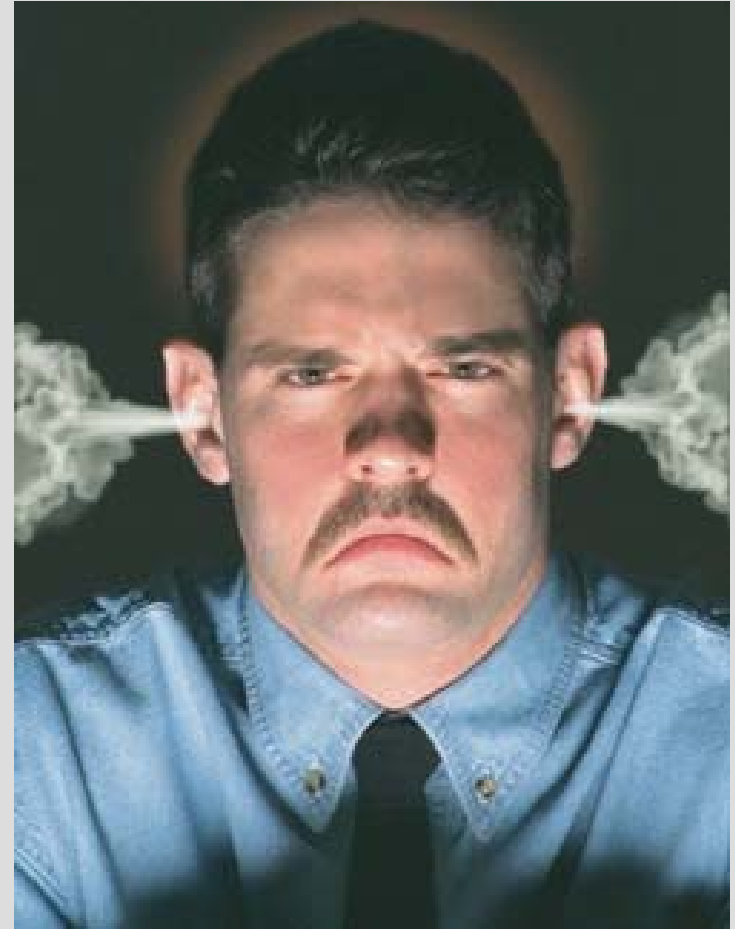
Potential Causes of Workplace Violence

- 62% personality conflicts
- 27% work-related stress
- 27% family or marital problems
- 25% emotional problems or mental illness
- 16% firings
- 16% drugs/alcohol



Likely to Commit

- **white males over 35**
- **history of violence**
- **military fascination**
- **loner or extremist**
- **difficulty accepting authority**
- **carries a grudge; blames others for their problems and perceived injustices**
- **makes direct or subtle threats**
- **dramatic personality change (e.g., sudden hostility)**



Who's at Risk?

- Anyone can be a victim of workplace violence, but some employees are at a heightened risk. Among them are workers who:
 - Exchange money with the public;
 - Deliver passengers, goods, or services;
 - Work alone or in small groups, during late night or early morning hours
 - Work in high-crime areas, or in community settings and homes where they have extensive contact with the public.



Workplace Violence Statistics

- **Homicide in the workplace:**
 - FBI says it's the **#1** growing form of homicide in the U.S.
 - **#3** cause of workplace death for men, **#1** cause for women
- **Nearly 1 million violent crimes in the workplace each year**
- **50% of companies reported incidents or threats of workplace violence in past 4 years**

Workplace Violence Prevention

What we want you to know:



- We have a Zero-Tolerance policy for workplace violence.
- We encourage employees to promptly report incidents and suggest ways to reduce or to eliminate risks.
- We will promptly and thoroughly investigate all reports of threats of violence, actual acts of violence, and of suspicious individuals or activities.

Managing a Violent Situation

- A person intent on committing a violent act often can defeat even well conceived security measures.
- What You Should Do:
 - Alert security or police
 - Keep yourself out of danger.
 - Do not try to physically restrain or remove a violent individual.



Supporting Victims of Workplace Violence



Workplace violence sometimes can stem from personal issues such as substance abuse, family violence, financial problems, and stress. We offer an Employee Assistance Program that allows employees access counseling and referral services.

[Rutherford County EAP](#)

1-800-822-4847



Workplace Violence Policy

Rutherford County is committed to preventing workplace violence and to maintaining a safe work environment; considering all violent incidents and/or threats of violence to be extremely serious.

Violence and/or threats of violence may lead to formal discipline up to and including termination; examples of behaviors which are considered violent include, but are not limited to: verbal threats, gestures, physical assaults on persons or property, stalking, and aggressive or hostile behavior.

Quiz

- <https://secure.rutherfordcountyttn.gov/workplaceviolence>