

# WORKPLACE VIOLENCE

Every day, we see workplace violence on the news. However, reports and statistical analysis of workplace violence document the low probability of injury or death due to violence. Still, being prepared and knowing how to respond to violence in the workplace is important in case it should occur.

## Prepare

- If you see suspicious activity, let an authority know right away.
- Many places, such as houses of worship, workplaces, and schools, have plans in place to help you respond safely. Ask about these plans and get familiar with them.
- When you visit a building such as a shopping mall or healthcare facility, take time to identify two nearby exits.
- Map out places to hide. Behind solid doors with locks, under desks, or behind heavy furniture.
- Sign up for active shooter, first aid, CPR, and Stop The Bleed training.

## Warning Signs

While there is no way to predict an attack, you can be aware of behaviors in coworkers that might signal future violence.

- Excessive use of alcohol or drugs
- Unexplained absenteeism, change in behavior or decline in job performance
- Depression, withdrawal or suicidal comments
- Resistance to changes at work or persistent complaining about unfair treatment
- Violation of company policies
- Emotional responses to criticism, mood swings
- Paranoia

## Active Shooter/Hostile Person

**RUN** and escape, if possible

- Getting away from the shooter is the top priority.
- Leave your belongings and get away.
- Warn and prevent individuals from entering an area where the active shooter may be.

**HIDE**, if escape is not possible

- Get out of the shooters view and stay quiet.
- Lock and block doors, close blinds, and turn off lights.
- Try to communicate with police silently. Use text message or social media to tag your location or put a sign in a window.

**FIGHT** as absolute last resort

- Commit to your actions and act as aggressively as possible against the shooter.
- Throw items and improvise weapons to distract and disarm the shooter.
- Recruit others to ambush the shooter with makeshift weapons like chairs, fire extinguishers, scissors, books, etc.

