

IT WOULDN'T HAPPEN AT MY FIRM

Workplace Violence at Your Doorstep...
Are You Prepared?



Kathryn Scourby
CBCP, CCRP
Principal
KNS Consulting

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Workplace Violence Prevention

Statistics



1.2M DAYS OF WORK

Because of workplace violence, 500,000 employees miss 1.2 million days of work annually and take 3.5 days to recover and return to work (Gitnux)

130B

The annual cost of workplace violence due to loss of productivity, medical costs and lawsuits (Nationwide/Alertfind.com)



80%

80% of companies reported they are unprepared for an active shooter (Zippia)

Workplace Violence Prevention

Statistics

Workplace violence is fastest growing type of homicide in the U.S. (FBI)



2 M+ victims of workplace violence each year (Zippia/2022)

743 M

Approximately 743 million or 23% of employees worldwide have experienced violence or harassment in their workplace (Gallup – 2021)

481

There were 481 victims of homicide in U.S. workplaces in 2021, up from 392 in 2020 (US Bureau of Labor Statistics)

Workplace Violence Prevention

A workplace should be a safe place, but increasingly....it is not!!

CONCEPTS AND RISKS TO CONSIDER:

How to **ENGAGE**
and **INFORM**
EMPLOYERS AND
EMPLOYEES
ABOUT preventing
workplace
violence

How to **BE**
SITUATIONALLY AWARE
so a qualified person at
your business can speak
with vendors, contractor
or anyone who makes
remarks about violence

How **WILL YOUR**
BUSINESS HANDLE A
SITUATION IN WHICH
AN EMPLOYEE
discusses violent or
extremist views to co-
workers and makes
threats to demonstrate
their views

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CONCEPTS AND RISKS TO CONSIDER:



- Fear and concern among employees for safety
- Extra changes and expenses due to additional background searches, interviews and hiring strategies
- Loss of productivity due to office closures or adjustments after a threatened or actual act of violence
- Cost of litigation after a serious injury or fatality

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Definition of Workplace Violence.....



“[A]ny act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. It ranges from threats and verbal abuse to physical assaults and even homicide. It can affect and involve employees, clients, customers and visitors.”

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Steps to Take for Workplace Violence Prevention

STEPS POLICY

- 1** Formal policy for prevention of workplace violence
- 2** Procedures in place to address complaints or threatening behavior, including forming a threat assessment team
- 3** No tolerance for reprisals against any individual who makes good faith report under the policy or who cooperates in investigations relating to enforcement of policy
- 4** Appropriate disciplinary action taken for anyone displaying violence in the workplace

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Steps to Take for Workplace Violence Prevention

STEPS POLICY

- 1** Securing physical office space to prevent unwanted intruders (including panic buttons) and continual site assessments
- 2** Establishing Shelter-in-Place (safe room) locations with locking doors
- 3** Posting of floor plans in all offices with Shelter-in-Place and exit stairwell locations shown on floor plan
- 4** Awareness training of all employees as well as managerial training (communication, conflict resolution, problem solving, de-escalation, investigations, follow-up)

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Important Duties of Employers



- **Duty of Care** – caring for physical and emotional security of workforce
- **Duty to Supervise** – undergoing the necessary training to understand potential risks and concerns
- **Duty to Warn** – obligation to warn a person who may be a victim of future violence
- **Duty to Act** – obligation to contact law enforcement and possibly separate employee

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Threat Assessment Team (TAT)

(composed of HR, Legal, Security and possibly mental health professionals in organization)



- Available to address any concerns on a 24/7 basis
- Have a case management system that will keep track of historical threats or concerns
- Listen to information about threat and provide real time counsel on how to address situation

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An Event has happened. Questions to ask...

- Q1** Did the employees witness or experience a sudden, stressful or unusual event in the workplace?
- Q2** Were any of the employees in danger during this situation? Did anyone get hurt? Did they believe they might be in danger?
- Q3** Did anyone in the firm die? Did anyone die either accidentally or by suicide?

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An Event has happened. Questions to ask...

Q4

Did law enforcement or first responders have to respond to the workplace?

Q5

Has the event been called a “crisis” or “disaster”?

Q6

Has there been media coverage of the event?

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If A Workplace Violence Situation Occurs

FOR BUSINESS LEADERS - PRACTICAL STEPS MAY INCLUDE:

Agree to be more flexible with employees. Work around or rearrange deadlines or ask employees who are handling the traumatic situation better than others, to take over some responsibilities.

Lighten up on any restrictive office rules, such as strict hours, dress code or any prohibition on personal phone calls. Allow employees more time to deal with personal family matters.

Encourage employees to talk about their fears in an open setting among others or in a closed setting with a crisis counselor. Everyone affected by the trauma will handle this decision differently. Remind everyone about your EAP and other available community resource programs.

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If A Workplace Violence Situation Occurs

FOR BUSINESS LEADERS - PRACTICAL STEPS MAY INCLUDE:

If your business has few meetings, change the culture and create situations where employees can come together in team or group settings to bond and feel part of a more close-knit work community.

Be hypervigilant and aware of employees who are showing signs that they might need more professional help. If an employee shows signs of mood swings, isolation, tearfulness, anger, depression or even suicide ideation, do not ignore them. Arrange to spend more time just talking to this individual and encourage them to be proactive in their own health and well-being.

Encourage everyone to come together in a group effort to assist the families of anyone who may have been affected by the trauma in your office. This gives those who experienced the trauma a purpose or drive to return to some sort of normalcy.

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If A Workplace Violence Situation Occurs

- ✓ **Assess Impact** to employees first (family notification and other immediate needs). Provide support and comfort for grieving employees and access to professional mental health services
- ✓ **Internal and external communications** are critical for firm survival
- ✓ **Immediate need** for Damage Assessment and ensuring security
- ✓ **Planning for resumption of business** as soon as possible and build and sustain trust in organizational leadership

QUESTIONS?

K·N·S
Consulting



Kathryn Scourby
KNS Consulting, LLC
(865) 789-7694

kscourby@knsbusinessconsulting.com

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