



Security Research Group
Security & Safety Management Consulting
Solutions for Protecting Your Business®

Workplace Violence Prevention



Behavioral Indicators

- Abusing Drugs & Alcohol
- Appears Depressed
- Changes in Health or Hygiene
- Dramatic Personality Change
- Drop in Productivity
- Erratic Behavior
- Feels Victimized
- Habitual Complainer
- Indifferent to Attendance Issues
- Loner
- Makes Threats
- Quiet but Disruptive Outbursts
- Repeated Disciplinary Issues
- Stressful Work Relationships
- Symptoms of Paranoia
- Unpredictable Emotions
- Work Romances

Violent Behavior Triggers

- Being Harassed
- Being Laid Off or Fired
- Feeling Disrespected
- Poor Performance Review
- Not Taken Serious When Asking for Help
- Overbearing Management
- Overwhelmed by Amount of Work
- Passed Over for Promotion
- Received Disciplinary Action

These behavioral indicators do not automatically imply the person will become violent.

The more warning signs should increase concern. It should be determined how serious a threat actually is and decide, what is the best action to take in each case?

Some cases will require immediate action (i.e., call the police) and others may only lead to referrals for counseling.

There are no guarantees, but these measures should reduce the chances of a violent event of occurring. Continued...

Use Smartphone code reader to learn more:



Preventative Measures

- Conduct Active Shooter Practice Drills
- **Conduct Employee Awareness Training**
- Create a "No Violence Tolerance" Policy
- Develop an Active Shooter Program/Plan
- Develop an Emergency "Buddy System"
- **Develop or Update Your Workplace Violence Prevention Program**
- Encourage Reporting All Concerns
- Ensure Employee Interest by Management
- Have All Persons Visibly Wear ID Badges
- Maintain Constant Access Control
- Make Use of Surveillance Cameras
- Monitor All Access Points
- Pay Attention for Warning Signs
- Perform Pre-employment Background Checks
- Promote Respect for All Employees
- Provide a Visible Security Presence Deterrence
- Provide an Anonymous Tip-line
- Provide Employee Assistance Program (EAP)
- Register All Visitors/Contractors/Vendors
- Start a Threat Assessment Team (TAT)
- Train Management to Approach Confrontations Calmly

Response to an Active Shooter

1. **EVACUATE** • Have an escape route and plan in mind • Leave your belongings behind • Keep your hands visible
2. **HIDE OUT** • Hide in an area out of the shooter's view • Block entry to your hiding place and lock the doors • Silence your cell phone and/or pager
3. **TAKE ACTION** • As a last resort and only when your life is in imminent danger • Attempt to incapacitate the shooter • Act with physical aggression and throw items at the active shooter

Source: U.S. Dept of Homeland Security

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Response to an Active Shooter

4. **EVACUATE** • Have an escape route and plan in mind • Leave your belongings behind • Keep your hands visible
5. **HIDE OUT** • Hide in an area out of the shooter's view • Block entry to your hiding place and lock the doors • Silence your cell phone and/or pager
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