The Benefits of Workplace Violence Prevention & Response Training

Why Train? The Cost of Workplace Violence (WPV)*

GROWING CONCERN:



Source: OSHA

of workers in the U.S. who report being victims of workplace violence each year



of work days lost per year in the U.S. due to workplace violence

HIGH HUMAN COST:



of non-fatal injuries caused by workplace violence in 2017

Source: BLS 2017

of deaths caused by workplace violence in 2017

TOXIC IMPACT ON EMPLOYEE EXPERIENCE:





Nearly 1 in 7 employees feels unsafe at work Source: SHRM 2019

Fundamentals of Effective WPV Prevention Training



AWARENESS...

Educates employees on what workplace violence is; addresses misconceptions



RECOGNITION...

Enables people to spot changes in others that might signal potential trouble



ACTION...

Empowers and primes employees and managers to take preventive action

EMPATHIC CULTURE...

Nurtures a culture of dignity and respect where colleagues and co-workers look out for one another



PREPARED EMPOYEES...

Provides response options to extreme violence based on proven survival methodologies



A Powerful Difference: Trained vs. Untrained

PREVENTION

LACK OF KNOWLEDGE = LACK OF AWARENESS = LACK OF **PREVENTION**

UNTRAINED EMPLOYEES

- Warning signs missed all together
- Concerning behaviors witnessed but not recognized
- Early prevention opportunities missed

EMERGENCY RESPONSE

NO PLAN LEADS TO THE WRONG **PLAN** Independent, impulsive actions

- ...dangerous to self and others
- Risky, self-protection measures often less effective than team approach
- Panic, sense of helplessness can overwhelm and paralyze

POST EMERGENCY

PAINFUL Post incident recovery time

RECOVERY CAN BE LONG AND

- increases for individuals
- Damage to brand and reputation for organization is incurred
- Organization missed opportunity to meet its moral obligation to "duty of care"

TRAINED EMPLOYEES

TRAINING EMPOWERS A BIAS **TOWARD ACTION**

- "If you see something, say something" becomes the mindset
- Concerning behaviors recognized and action taken
- Team members committed to "looking out for each other"

PEOPLE KNOW WHAT TO DO, WHEN TO DO IT, HOW TO DO IT

- Survival mindset and learned optimism instilled
- "Mental Permission" to TAKE ACTION, such as Run-Hide-Fight
- or Get Out-Get Safe-Get Tough™ Planned responses and

POST EVENT RECOVERY SIGNIFICANTLY ENHANCED

- Individuals better able to bounce back – experience less distress
- Organizational damage to brand and reputation minimized
- Organization confident in having met its moral obligation to employees and its community

other threatening disruptive behavior that occurs at the work site. It ranges from threats and verbal abuse to

physical assaults and even homicide. Infographic courtesy of Media Partners, provider of the Getting Real About Workplace Violence training solution. Developed by security expert Jim Sporleder, this

program is known for its ability to effectively teach all aspects of workplace violence awareness, recognition, and response and to help inspire lasting behavior



and culture change. The instructional program meets all ANSI and ASIS/SHRM specified training criteria.

proactive actions taken on behalf of self and others *According to OSHA, Workplace Violence is any act or threat of physical violence, harassment, intimidation, or