

Violence and Harassment at Work

Violence against workers is the direct consequence of an unsafe workplace



Violence At Work Violence At Work

Michael R. Privitera



Violence At Work Violence At Work:

Violence at Work Martin Gill, Bonnie S. Fisher, Vaughan Bowie, 2013-01-11 Workplace violence has emerged as a growing concern in today's interdependent political economy and increasing attention is being paid to the phenomenon both by business and in the academic world to identifying its causes and to devise strategies to prevent it In this book a distinguished international team composed of both academics and practitioners identify and address the key issues It reviews the earlier literature on workplace violence identifying and assessing key trends and patterns of violence at work and reapplying traditional theories of victimisation and approaches to prevention security and safety Particular attention is paid to case studies which reflect innovative practice in prevention strategies and in assessing informal frameworks which have been developed in response to this Overall this book provides a foundation on which to base ways of better explaining predicting understanding and preventing workplace violence

Violence At Work Ella W. Van Fleet, David D. Van Fleet, 2014-10-01 Every day we wake up send our children to school go to work attend sports or other entertainment events etc Then suddenly the unexpected happens This day will not end like yesterday and a thousand other days Our lives are changed forever Suddenly we realize how precious and fragile life is and we question whether we could have done something to prevent this emergency event We have become accustomed to violence but we do not need to accept it Our study of workplace violence terrorism and other forms of dysfunctional behavior associated with work suggests that both managers and non managers would like to reduce the risks associated with violence at the workplace The book is designed to help do just that You can be underpaid overworked or get fired even though you are performing well You can be a victim of sabotage or harassment even though or sometimes because you are doing an outstanding job You can be a victim on company premises of an angry psychologically impaired or chemically dependent manager non manager former coworker spouse or even a stranger The violent act you face may have stemmed from coworker interaction worker boss relations a sick corporate environment or even family problems Top executives and other managerial and non managerial personnel clearly need to take steps toward reducing the threat of workplace violence Numerous studies have been done regarding workplace problems resulting in numerous books and professional journal articles Some books articles workshops seminars and the like proffer general advice to managers However virtually all of that advice has come from psychologists physicians and lawyers And very little counsel is provided to non manager employees on dealing with problems that involve co workers or managers What has been lacking is advice that would reduce the threat of workplace violence and therefore 1 reduce stress 2 enable organizations to develop potential competitive advantages in terms of their personnel and productivity and 3 guide organizational personnel in their efforts to solve problems before they culminate in violent actions This book fills that need We believe it is the first to offer both general and specific information and advice from a managerial point of view The authors have spent their careers intimately involved with the practice teaching and research on management and

organizations Preventing and Responding to Violence at Work Kimberly Ann Rogers, Duncan Chappell, 2003 Workplace violence is one of today's most serious occupational hazards. This practical guide offers valuable information on how to systematically design and develop workplace prevention programs and policies. The book approaches the issue from two fronts. First, it demonstrates how workplace violence can be prevented by examining how organizations and groups are handling the problem. It reviews an array of existing guidelines and policies developed by governments, trade unions, special study groups, workplace violence experts, employers' groups, and specific industries and generates a useful survey of best practice strategies. Second, the guide outlines in detail a reliable and effective methodology for developing workplace violence prevention programs which includes assessing and describing risk, designing, implementing, and monitoring preventive and reactive measures, and reviewing the risk management process. Every worker deserves a safe and secure environment and violence should not be accepted as part of any job. This book presents concrete guidance for combating violence in the workplace while also providing a wider understanding of the factors and conditions that contribute to it. **Violence at Work** Duncan Chappell, Vittorio Di Martino, International Labour Office, 2006 Violence at work ranging from bullying and mobbing to threats by psychologically unstable co-workers, sexual harassment and homicide is increasing worldwide and has reached epidemic levels in some countries. This updated and revised edition looks at the full range of aggressive acts, offers new information on their occurrence, and identifies occupations and situations at particular risk. It is organized in three sections: understanding violence at work, responding to violence at work, future action. *Workplace Violence* Eugene A. Rugala, Arnold R. Isaacs, 2003 Workplace Violence Vaughan Bowie, Bonnie S. Fisher, 2012-12-06 Reaching beyond the current emphasis on equipping primary responders such as police, paramedics to react to violent incidents in the workplace, this book also addresses the experiences of secondary responders including managers, human resources staff, unions, humanitarian aid workers, and their training and support needs. Work-related Violence Philip Leather, 1999 This text should be of interest to managers, occupational psychologists, and anyone concerned with violence in the workplace.

Workplace Violence in Mental and General Healthcare Settings Michael R. Privitera, 2010-04-28 **Workplace Violence** Kim Kerr, 2010-05-21 Workplace violence in all its forms is becoming more prevalent and pervasive every year. *Workplace Violence: Planning for Prevention and Response* gives a comprehensive account of the problem using a multifaceted approach to the issues surrounding workplace violence incidents, addressing how the topic affects victims, witnesses, the workforce, family members, and management. A series of chapters helps organizations to form action and response plans to manage incidents, both large and small. The focus also includes organizations that are forced to address violent individuals in settings where law enforcement may not be immediately available. Kerr speaks first-hand about complex issues like corporate liability for violent or threatening acts committed by employees, as well as issues of privacy, and he includes chapters written by experts on legal issues, cyberthreats, and anger in the workplace. This book belongs on the desk of every

security manager and HR professional and offers solid advice to all managers regardless of the size of their organization Details the problem from all angles to help the reader design a comprehensive strategy for all constituent groups Provides proven detailed support for creating policies and procedures awareness and response training Discusses real life case studies to help readers understand how to apply strategies discussed in the book **Violence in the Workplace** Carol W. Wilkinson,1998-06 Comprises a collection of papers on violence in the American workplace Examines the scope of the problem and risk factors Describes strategies for making the workplace more secure and assessing companies legal rights and responsibilities Includes a statistical analysis of workplace violence from 1980 to 1994 **Occupational Health Guide to Violence in the Workplace** Thomas D. Schneid,1998-12-23 20 murders every week 18 000 assaults in the same time All on the job Sharp increases in workplace violence continue to take an unfortunate toll on American business and its employees families and communities Preventative measures may be well intentioned but pose troubling conflicts in themselves pitting each employee s privacy vs overall worker protection A full self evaluation of your business and its personnel may be the key to safeguard against workplace violence Thomas D Schneid s Occupational Health Guide to Violence in the Workplace provides the important guidelines for that careful all encompassing examination Most books on workplace violence focus on psychological profiles In a change of pace Schneid examines the issue from a safety health professional s viewpoint taking all angles legal issues and potential ramifications into account Chapters focus on not only in house efforts to prevent violent incidents but also government and legal standards directly or indirectly related to worker s rights and corporate liability Make every effort to prevent workplace violence from hitting home start with advice from the Occupational Health Guide to Violence in the Workplace *Preventing and Managing Workplace Violence* Mark A. Lies,2008 Although workplace violence cannot be eradicated employers can take steps to prevent the likelihood of a violent incident and to better manage the aftermath if one does occur This book is a practical guide for those charged with addressing workplace violence concerns either on behalf of their employer or their client The contributing authors represent a variety of experiences and opinions including mental health clinicians security experts workplace safety researchers and practitioners and lawyers and provide valuable information and advice on The problem of workplace violence and the different forms it takes The underlying psychological factors that may prompt someone to act out violently Potential legal issues such as employer liability or due process rights of public employees Tools available to employers to avert or reduce the likelihood of an incident Book jacket *Guidelines for Preventing Workplace Violence for Health Care and Social Service Workers* ,1996 **The Workplace Violence Prevention Handbook** Don Philpott,Don Grimme,2009-09-15 Workplace violence can occur anywhere schools office buildings hospitals or late night convenience stores It can occur day or night inside or outside of the workplace and it can include threats harassment bullying stalking verbal abuse and intimidation Left unchecked workplace violence can lead to physical assaults and homicide This handbook tackles this often overlooked but

pervasive problem and provides a comprehensive five step process for understanding and preventing it Eliminating workplace violence requires the day to day involvement of managers supervisors human resources employees security and law enforcement and facilities management It also requires understanding potential problems and preparing to overcome them This handbook a co publication with Government Horizons looks at the nature of workplace violence and addresses the questions all workplaces face Who you need to protect What you are protecting them from How vulnerable your employees are Where the threats might come from What you can do to prevent violence from occurring How to deal with workplace violence should it occur You will examine the authors five steps to preventing workplace violence Understand Detect Defuse and Protect Assess and Contain and Prevent in detail The authors introduce and outline each step and provide comprehensive guidance through acronyms quizzes and summary charts They examine the extent of a problem look at some of the myths surrounding it and provide early warning and detection signs best prevention policies and proven defusing protection and containment techniques and strategies that you can implement in your own environment Each section ends with case studies scenarios worksheets and checklists to further clarify the steps needed to plan develop and execute an effective workplace violence prevention program An extensive appendix and list of additional resources are also included

Combating Workplace Violence Felix P. Nater, David D. Van Fleet, Ella W. Van Fleet, 2023-05-01 Today the threat of violence impacting worker safety and business operations is a major concern It is crucial that thoughtful violence prevention policies and supporting violence response plans be developed before any incidents occur in order to properly prepare to use respond engage and react appropriately Once violence begins or ends is not good enough The threats are real and the risks must be managed A violent threat from a current or former employee domestic violence or relationship violence spillovers and the threat posed by criminals committing crimes against people and property are concerns for which all organizations must prepare Incident avoidance is not acceptable indeed most likely not possible Our job is to make it manageable This book *Combating Workplace Violence* provides a basic understanding of workplace violence as well as prevention policy and plan development in nontechnical terms The key to the successful development and implementation of a workplace prevention policy is the collaborative proactive leadership of company executives and management and the assistance of a qualified reputable consultant While the information and tools contained here are designed to serve as a baseline for any organization s solution to workplace violence the material is useful to inform and educate any member of an organization The unique framework V REEL for analyzing the organization s internal environment to determine what can be done to try to eradicate or reduce workplace violence is especially useful Ancillaries following each chapter provide additional information and tools to assist your planning We envision this book being used to inform managers human resource professionals workers and academics in all types of organizations Hopefully using the material and framework of this book more organizations will develop policies procedures and practices to prevent workplace violence

ENDORSEMENTS This book is a must read for

business leaders and threat assessment professionals Felix Nater shares his years of experience and expertise on a very difficult and dynamic topic and delivers a comprehensive guide to identify assess and mitigate workplace violence hazards Felix highlights why workplace violence prevention is a shared responsibility across the entire organization and that successful programs are championed from the top down This book will help any organization create a culture of workplace violence awareness and instill employee confidence in leadership to provide a safe and secure work environment Gary Thompson County of Santa Barbara California This book should be required reading for all company executives Felix s insights on workplace environment disciplines are integral in demonstrating employee commitment from the top down Fortunately I have had experience working with Felix in a yeoman capacity where we learned from each other Felix articulates employee commitment through well structured practices I highly recommend his approach provided in this book The authors are on target I m also proud to have his valued friendship Thomas Rosati U S Postal Service Suffolk County NY This book explores the enterprise approach to preparing and responding to violence in the workplace in a way few have attempted to tackle As a co author my familiarity with Felix Nater s depth of knowledge in the subject shines bright through each chapter This book is a must read for Physical Security Human Resources General Council all the way to the C Suite William Davis The Carolinas This book captures the realities facing the workforce in a Post Covid 19 world Today unlike any previous time in history the workforce has work options that increase workforce security considerations It is precisely here that so many of us get stuck Having a thought process drives the discussion in protecting an organization beyond the physical security gates guns and guards mentality that characterizes most safety and security programs Felix Nater and his co author capture and document what is needed in creating a sound workplace violence program You will learn to empower your team with this no nonsense guide to eliminating excuses and speaking the truth about workplace violence within the workforce workplace environments Victor Hayghe Health Care Industry

The Workplace Violence Prevention Handbook
Don Philpott, 2019-08-06 Workplace violence can occur anywhere schools office buildings hospitals or late night convenience stores It can occur day or night inside or outside of the workplace and it can include threats harassment bullying stalking verbal abuse and intimidation Left unchecked workplace violence can lead to physical assaults and homicide This updated edition of *The Workplace Violence Prevention Handbook* tackles this often overlooked but pervasive problem and provides a comprehensive five step process for understanding and preventing it *The Workplace Violence Prevention Handbook* looks at the extent of the problem examines some of the myths surrounding it and provides early warning and detection signs best prevention policies and proven defusing protection and containment techniques and strategies At the end of each section there are a combination of case studies scenarios worksheets and checklists to assist you in understanding the steps needed to plan develop and execute an effective workplace violence prevention program A workplace violence prevention plan is a must Apart from the legal and liability issues it just makes sense to protect the organization s most valuable assets the

workforce For many organizations there are added benefits from implementing a violence prevention plan During the risk assessment phase you frequently discover areas of vulnerability that can be remedied and practices that can be improved This can lead to increased productivity and efficiency which could have an ongoing impact on your bottom line The biggest benefit however is in increased safety for everyone using that workplace

Understanding Workplace Violence Michele A. Paludi, Rudy Nydegger, Carmen A. Paludi Jr., 2006-10-30 By any measure workplace violence is increasing in frequency and intensity A recent report estimates its cost at over 120 billion Meanwhile experts agree that risk factors including psychological behavioral and situational stressors are increasing in the context of today s volatile business environment This timely book integrates insights from the fields of management and social psychology to identify the sources of workplace violence and offer readers practical strategies for preventing it protecting themselves and their employees from it and reacting swiftly and effectively when it happens Featuring case examples interviews practical recommendations and resources for additional information the authors debunk common myths and misconceptions about workplace violence its perpetrators and its victims and consider the link between domestic and workplace violence in particular its implications for women and minorities The result is an essential guide for anyone including managers and employees human resource professionals and counselors psychologists and other advocates affected by the impact of workplace violence and seeking solutions The statistics are alarming Homicide is the most frequent manner in which female employees are fatally injured at work it is the number two cause for men According to a recent study cited by the Society for Human Resource Management incidents of workplace violence have increased steadily over the past sixteen years 58 percent of participating companies reported that disgruntled employees have threatened senior managers in the past year 17 percent said employees had intentionally and maliciously downloaded computer viruses and 10 percent said they were victims of product tampering Meanwhile the costs linked to workplace violence have been estimated at over 120 billion Experts agree that risk factors for workplace violence include psychological behavioral and situational stressors and today s volatile business environment increases their intensity This timely book integrates insights from the fields of management and social psychology to identify the sources of workplace violence and offer readers practical strategies for preventing it protecting themselves and their employees from it and reacting swiftly and effectively when it happens Featuring case examples interviews practical recommendations and resources for additional information the authors debunk common myths and misconceptions about workplace violence its perpetrators and its victims and consider the link between domestic and workplace violence in particular its implications for women and minorities The result is an essential guide for anyone including managers and employees human resource professionals and counselors psychologists and other advocates who is affected by the impact of workplace violence and is seeking solutions

Managing Violence in the Workplace Thomas K. Capozzoli, R. Steve McVey, 2024-11-01 Managing Violence in the Workplace is a prescription that contains many lists of do s and don ts and how

to s for proactive and reactive responses to workplace violence The authors have analyzed numerous incidents in the workplace and constructed how to guidelines Be prepared for managing workplace violence Develop procedures to reduce the potential for violence create contingency plans fulfill your legal and moral obligation to employees and the public reduce your company s liability and provide a safer environment for all Who can benefit from Managing Violence in the Workplace Any organizational executive risk manager security or human resource professional anyone working to create a comprehensive organizational program for response to potential and actual incidents of workplace violence *Violence in the Workplace* Nicole Spracale,2002 In business today it is critical for companies of all sizes to have a comprehensive Workplace Violence policy Through the identification and definition of the four types of workplace violence most commonly recognized the book seeks to provide low cost no cost and full scale programs Each of the sub sections reviews ways in which small and large businesses can prepare for each type of workplace violence prevention tactics to minimize the risks of such incidents and methods for responding to any and all situations Included are sample policies crisis management plans procedures and training modules Also included are resources both public and private which can help any business to create and implement their own workplace violence procedure *The Violence-prone Workplace* R. V. Denenberg,Mark Braverman,1999 Almost every week reports of violence erupting in the workplace make headlines Contrary to popular opinion such incidents are not random and senseless but according to Richard V Denenberg and Mark Braverman typically result from conflict that has been allowed to fester Combining the insights of both crisis management and dispute resolution their book presents a comprehensive look at the problem of violence on the job including ways of preventing it Rather than focusing on the supposedly lethal or dysfunctional employee as the source of danger Denenberg and Braverman point to the dysfunctional workplace as the problem They describe underlying factors in the workplace which can foster extreme behavior and prevent an effective response Calling for early intervention in situations that could result in violence the authors suggest specific techniques for reducing the risk that an office plant or school will suffer crises arising from threats or a climate of hostility At the heart of the book are fourteen vivid examples of real life incidents involving violence a threat of violence or a perception that such a threat was made They include instances in which domestic violence spilled over into the workplace difficulties caused by racial and ethnic tension and explosive behavior in response to common workplace occurrences such as downsizing or a change in corporate culture Each example is followed by an analysis of the response to the actual or potential danger indicating where mistakes were made because of poor information bad judgment absence of a clear policy lack of consensus or even irrational fear An extensive appendix provides government guidelines and sample policies intended to serve as templates for violence prevention plans Both the examples and sample policies allow organizations to benefit from the experience of others and avoid common mistakes

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