Workplace Violence/Shooting Meeting Kit

Workplace violence occurs all too often in the United States. Workplace violence is defined as any threat, disruptive behaviors, intimidation, physical aggression, or act of violence in the workplace including homicide. Homicide in the workplace is currently the fourth leading cause of death on the job. Workplace shootings are the number one cause of workplace homicides.

WORKPLACE VIOLENCE – WHO IS AT RISK

The health care industry is one of the most susceptible to workplace violence. **Some of the other vulnerable industries include education, transportation and retail.**

Many workplace risk factors can increase the likelihood of violence at work.

- Exchange money with the public.
- Work with volatile, unstable people.
- Work alone, in a small group or an isolated area.
- Provide services or care.
- Work in an establishment that serves alcohol.
- Work late at night or in an area with a high crime rate.
- Work as delivery or taxi drivers, health care professionals, customer service reps, public service workers or law enforcement officers.

HOW TO RESPOND DURING AN ACTIVE SHOOTER SITUATION

Evacuate. Get yourself to safety as quickly as possible. Know the path you need to take to exit the building or area and an alternative route as well. Leave your belongings behind. Try to help others if you can, but do not wait on anyone to evacuate. Make sure your hands are free of any objects and follow officers'

instructions if any are responding to the situation.

Hide out. If you cannot escape, find a place to hide from the shooter. The hiding spot should not hinder your movement if you need to escape and should protect you if shots are fired your way. Remain quiet. Lock or block doors when possible.

Take action against the shooter. Only when your life is in imminent danger and you have no other choices, the last resort to disrupt or incapacitate the shooter. Do so by acting aggressively as possible towards them, throw items in their direction, yell, and commit to your actions.

Always take any threat or odd behavior by an employee or visitor in your workplace seriously. Report any suspicious activity to a supervisor, security, or call the police. This alone can prevent an active shooter situation. No one wants to give thought to the possibility of one of these events occurring in their workplace, but it is important to have a plan. Knowing how to respond will greatly increase the chance to survive a workplace shooting.

An active shooter/ hostile intruder is an individual actively engaged in killing or attempting to kill people in a confined and populated area by any means including but not limited to firearms (most frequently used), bladed weapons, vehicles, or any tool that in the circumstance in which it is used constitutes deadly physical force. In most cases, there is no pattern or method to their selection of victims. Most active shooter situations are unpredictable, evolve quickly, and are over within minutes.

MAKE YOUR WORKPLACE VIOLENCE PREVENTION PROGRAMS WORK

Seven steps to take to make sure your workplace violent prevention training is effective:

1. **Analyze Your Workplace**
2. **Create A Supportive Environment**
3. **Offer Communication and Empathy Training**

4. **Establish A Clear Workplace Violence Policy**
5. **Commit to A Non-Violent Workplace**
6. **Train employees to recognize warning signs**
7. **Create an action plan, share it with employees, and practice**

FINAL WORD

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