



PREVENTING VIOLENCE AT THE WORKPLACE

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Preventing Violence At Work

Don Philpott, Don Grimme



Preventing Violence At Work:

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. **Guidelines for Preventing Workplace Violence for Health Care and Social Service Workers**, 1996 **Preventing Violence and Harassment in the Workplace** Vittorio Di Martino, 2003 The issues of violence and harassment in the workplace have aroused growing interest across Europe in recent years, yet there is a great disparity in the different EU Member States between awareness and recognition of the problem. This comparative analysis reveals that while the full extent of the phenomenon remains unknown, a substantial proportion of the workforce is affected. The report looks at the different forms and patterns of violence and harassment in the workplace, describing legal and other initiatives taken in various countries to combat the problem. It presents evidence showing the adverse effects of this problem on individuals, organisations, and society, and assesses the potential financial costs at these levels. Factors that may contribute to, and even cause, violence and harassment are reviewed, while several examples of good practice that have successfully prevented or managed the problem are presented. **Preventing Violence at Work** Workers' Compensation Board--Alberta, 2001 **The Complete Guide to Preventing Violence in the Workplace**, 2005 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 organised in three sections: understanding violence at work, responding to violence at work, future action. Violence at Work Joseph A. Kinney, 1995 No manager can afford to be without this blueprint for combatting today's most urgent business problem. Written by a nationally known expert in the field, the book provides managers with the tools they need to anticipate, control, and avoid workplace violence while familiarizing them with

the legal issues involved **Preventing Violence** Keir Irwin-Rogers, Luke Billingham, Alistair Fraser, Fern Gillon, Susan McVie, Tim Newburn, 2025-06-12 Available open access digitally under CC BY NC ND licence Preventing Violence argues that we can move towards safer and better societies by advancing holistic public health approaches to violence prevention It explores the serious limitations of contemporary public health approaches and proposes an alternative path forward Based on data from a three year ESRC funded project Public Health Youth and Violence Reduction it also examines in depth the work of 20 Violence Reduction Units in England and Wales The book makes clear recommendations for policy makers practitioners and researchers working to prevent violence and improve the lives of children and young people Guidelines for Preventing Workplace Violence for Health Care & Social Service Workers U.S. Department of Labor, Occupational Safety and Health Administration, 2014-03-12 The National Institute for Occupational Safety and Health NIOSH defines workplace violence as violent acts including physical assaults and threats of assaults directed toward persons at work or on duty This includes terrorism as illustrated by the terrorist acts of September 11 2001 that resulted in the deaths of 2 886 workers in New York Virginia and Pennsylvania Although these guidelines do not address terrorism specifically this type of violence remains a threat to U S workplaces For many years health care and social service workers have faced a significant risk of job related violence Assaults represent a serious safety and health hazard within these industries OSHA s violence prevention guidelines provide the agency s recommendations for reducing workplace violence developed following a careful review of workplace violence studies public and private violence prevention programs and input from stakeholders OSHA encourages employers to establish violence prevention programs and to track their progress in reducing work related assaults Although not every incident can be prevented many can and the severity of injuries sustained by employees can be reduced Adopting practical measures such as those outlined here can significantly reduce this serious threat to worker safety In January 1989 OSHA published voluntary generic safety and health program management guidelines for all employers to use as a foundation for their safety and health programs which can include workplace violence prevention programs OSHA s violence prevention guidelines build on these generic guidelines by identifying common risk factors and describing some feasible solutions Although not exhaustive the workplace violence guidelines include policy recommendations and practical corrective methods to help prevent and mitigate the effects of workplace violence The goal is to eliminate or reduce worker exposure to conditions that lead to death or injury from violence by implementing effective security devices and administrative work practices among other control measures The guidelines cover a broad spectrum of workers who provide health care and social services in psychiatric facilities hospital emergency departments community mental health clinics drug abuse treatment clinics pharmacies community care facilities and long term care facilities They include physicians registered nurses pharmacists nurse practitioners physicians assistants nurses aides therapists technicians public health nurses home health care workers social workers welfare workers and emergency medical care personnel The guidelines may also be

useful in reducing risks for ancillary personnel such as maintenance dietary clerical and security staff in the health care and social service industries

Deviant and Criminal Behavior in the Workplace Steven M. Elias, 2013-02-11 Workplace crimes are never far from the news From major scandals like Enron to violent crimes committed by co workers to petty theft of office supplies deviant and criminal behavior is common in the workplace Psychological factors are almost always involved when an employee engages in such behavior Deviant and Criminal Behavior in the Workplace offers insights at the level of the individual employee and also sheds light on the role organizations themselves may play in fostering such criminal behavior The volume considers psychological factors involved in theft and fraud workplace violence employee discrimination and sexual harassment It also analyses a number of variables which can influence such behavior including employee personality employee emotional processes experience of occupational stress organizational culture organizational injustice and human resource management practices The book will be of core interest to those interested in the psychology and sociology of work organizational behavior and human resource management

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

Preventing Workplace Violence: A Training Guide for Managers and Supervisors Rosalind Jackson, 2014-09-02 Preventing Workplace Violence A Training Guide for Managers and Supervisors is a video presentation Length 25 minutes In Preventing Workplace Violence A Training Guide for Managers and Supervisors presenter Rosalind W Jackson provides the fundamentals of workplace violence prevention including initial program development This presentation explains the components needed to develop a good baseline program and focuses on recognizing patterns of unacceptable behavior It addresses policy development and expert consultation considerations along with the use of education and team coordination The presentation also includes a sample workplace violence policy statement and discusses the impact of workplace violence on the business Preventing Workplace Violence A Training Guide for Managers and Supervisors is a part of Elsevier s Security Executive Council Risk Management Portfolio a collection of real world solutions and how to guidelines that equip executives practitioners and educators with proven information for successful security and risk management programs The 25 minute visual PowerPoint presentation with audio narration format is excellent for group learning Designed for those in the process of implementing or updating a workplace violence

prevention program Emphasizes a business wide team approach to minimize additional costs and ensure coordination

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

Praeger Handbook on Understanding and Preventing Workplace Discrimination Michele A. Paludi, Eros R.

DeSouza, Carmen A. Paludi Jr., 2010-11-02 This comprehensive two volume handbook compiles the current case law management practices and social science research on workplace discrimination including federal and state protected categories Despite guidelines for investigating complaints of discrimination and establishing preventative measures statistics indicate that employers may not be properly implementing antidiscrimination laws in their organizations The Praeger Handbook on Understanding and Preventing Workplace Discrimination was written to provide companies with the necessary toolkits to prevent all types of discrimination in the workplace and to deal with them if and when they occur This two volume handbook offers employers a comprehensive approach to understanding preventing and dealing with hostile work environments through an integrated model that encompasses legal responsibilities management theories and practice and social science research Volume one provides an overview of workplace discrimination through an examination of federally protected categories such as age disability equal compensation national origin pregnancy race color religion sex and sexual harassment Volume two offers strategies related to reasonable care in terms of preventing workplace discrimination through policies procedures and training programs

The Workplace Violence Prevention Handbook Don Philpott, Don Grimme, 2009 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

The School Practitioner's Concise Companion to Preventing Violence and Conflict Cynthia Franklin, Mary Beth Harris, Paula Allen-Meares, 2008 This title gives busy social workers psychologists and counsellors a quick guide to accessible proven solutions for their students most common problems Here readers will find an overview of violence and interpersonal conflict in schools

Workplace Violence in Mental and General Healthcare Settings Michael R. Privitera, 2010-04-28 The American Psychiatric Foundation Manfred Guttmacher Award Winner for 2012 Workplace Violence in Mental and General Health Settings provides clinicians health care administrators law enforcement professionals and educators with an easily accessible cross disciplinary approach to preventing and controlling violence in the workplace This book condenses the vast literature available on workplace violence and renders it operational allowing readers to rapidly digest important concepts and put them into action in real world settings Workplace Violence in Mental and General Health Settings draws on knowledge from fields beyond medicine to provide a comprehensive resource on everything from organizational and emergency room violence to self defense techniques for the health care professional More than any other this book guides the reader from theory to practical application of prevention and management methods in the workplace Key Features An explanation of violence terminology to enhance readability New information on how workplace violence affects quality of care Steps to manage high volume emergency room violence Specific training protocol to prevent workplace violence A free CD Rom containing sample workplace violence guidelines powerpoints internet links and more

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

Workplace Wellness: Healthy Employees, Healthy Families, Healthy ROI , **The Violent Workplace** P.A.J Waddington,Doug Badger,Ray Bull,2012-12-06 In recent years the workplace has emerged as a recognized site of violence threat and menace and this book makes a significant contribution to the growing literature on workplace violence Using innovative research methods this book uniquely examines four of the most violence prone occupations the police Accident and Emergency staff social workers mental health professionals

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