

# PREVENTING WORKPLACE VIOLENCE

A Guide  
for  
Employers  
and  
Practitioners

MARK BRAVERMAN

# Preventing Workplace Violence A Guide For Employers And Practitioners

**Kim Kerr**



## **Preventing Workplace Violence A Guide For Employers And Practitioners:**

Preventing Workplace Violence Mark Braverman,1999 Includes recent real life case studies this text offers practical guidance and recommendations for assessing the risks of workplace violence and preventing it Preventing Workplace Violence Mark Braverman,1999 This book through an examination of a number of representative real world cases provides a detailed look at what happened to some companies and traditional tools for occupational health and safety discipline and employee relations now used by business and labour leaders are inadequate and inappropriate in responding to the problems of workplace violence In fact the methods and approaches commonly in use actually worsen the problem in some cases The book summarizes the most up to date learning in this area and offers practical guidance and recommendations for assessing the risk of violence steps for preventing workplace violence and a through discussion of employees rights and employer s responsib

**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

**Handbook of Workplace Violence** Joseph J. Hurrell,2006-01-24 This is a valuable resource for researchers and practitioners in the fields of Industrial and Organizational Psychology Human Resources Health Psychology Public Health and Employee Assistance Programs It is also an excellent textbook for graduate courses in Organizational Behavior Occupational Health Psychology and Organizational Psychology *Workplace Violence* Christina M. Holbrook,David E. Bixler,Eugene A. Rugala,Carri Casteel,2018-07-03 Workplace Violence Issues in Threat Management defines what workplace violence is delves into the myths and realities surrounding the topic and provides readers with the latest statistics thinking and strategies in the prevention of workplace violence The authors who themselves have

implemented successful workplace violence protection programs guide novice and experienced practitioners alike in the development of their own programs      **Information Security Management Handbook** Harold F. Tipton, Micki Krause, 2007-05-14 Considered the gold standard reference on information security the Information Security Management Handbook provides an authoritative compilation of the fundamental knowledge skills techniques and tools required of today's IT security professional Now in its sixth edition this 3200 page 4 volume stand alone reference is organized under the C

*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 multi faceted 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      **International Handbook of**

**Workplace Trauma Support** Rick Hughes, Andrew Kinder, Cary Cooper, 2012-04-10 The International Handbook of Workplace Trauma Support provides a comprehensive overview of contemporary standards and best practices in trauma support that draws from the latest research findings and experience of international experts in the field Reviews the major contemporary post trauma intervention models in both theory and practice Includes Trauma Risk Management TRiM Support Post Trauma SPoT Eye Movement Desensitization and Reprocessing EMDR Mindfulness and Psychological First Aid PFA Incorporates multi cultural perspectives by reporting on the pervasive violence in South Africa constant threats in Israel and emerging developments in China Includes social psychosocial psychological and organizational dimensions to offer a detailed mapping of trauma support Provides latest thinking for supporting those in the military context      **Information Security**

**Management Handbook, Volume 2** Harold F. Tipton, Micki Krause, 2004-12-28 Since 1993 the Information Security Management Handbook has served not only as an everyday reference for information security practitioners but also as an important document for conducting the intense review necessary to prepare for the Certified Information System Security Professional CISSP examination Now completely revised and updated and i      **Victimology** William G. Doerner, Steven P.

Lab, 2014-04-29 Victimology 7th Edition introduces students to the criminal justice system in the United States and its impact

on crime victims Authors William Doerner and Steven Lab provide a fresh look at the theoretical basis of victimology and then present the key facets of crime and its effects They examine financial and social costs both to the individual and to the larger community This new edition brings forward the theoretical foundation of victimology into Part 1 to establish a clear conceptual framework and reduce repetition Emerging trends in the field receive greater emphasis in this edition including non adversarial resolution options that offer remediation for crime victims Crimes like intimate partner violence and victimization in the work or school environment continue to take a toll and the authors examine efforts to prevent these crimes as well as responses after an incident occurs Doerner and Lab challenge students to rethink the current response to crime victims and to develop improved approaches to this costly social issue Online supplements are available for both professors and students This breakthrough work provides an organizing structure for the history and current state of the field of victimology and outlines the reasons compelling a separate focus on crime victims Highly readable Victimology explores the role of victimology in today s criminal justice system examining the consequences of victimization and the various remedies now available for victims A new chapter covers the important implications of restorative justice The text is supplemented by illustrative figures and tables as well as learning objectives key terms and a listing of related Internet sites

**The Counselor's Companion** Jocelyn Gregoire,Christin Jungers,2013-05-13 Students and recent graduates of counseling and human services programs will consider The Counselor s Companion an indispensable tool to enhance professional practice knowledge and skill The text is a reference style resource that provides new counselors with a way to bridge the gap between what they learned in the classroom and the challenges they will meet in their practice Beginning counselors will find concise answers to common questions that will likely arise in the course of their professional development and a reliable reference companion as they embark on their careers in the profession This volume features contributions from counselor educators and professionals in the field guided largely by the core curriculum of the Council for Accreditation of Counseling and Related Program CACREP Information is presented in brief form making the main points of each section concise clear visible and easily accessible Readers are also introduced to cutting edge areas of research *The Violent Workplace* P.A.J Waddington,Doug Badger,Ray Bull,2012-12-06 The threat of violence concerns most people most profoundly It has long been a topic of intensive academic practical and political debate In recent years the workplace has emerged as a recognized site of violence threat and menace and this book will make 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 The Violent Workplace identifies similarities and differences between these occupations that are far from intuitive It examines the diversity of experiences that shelter under the concept of violence and threats promotes the importance of the moral dimension in experiences of violence analyzes the impact of appearance and reputation in creating fear discusses the

importance of context in creating a sense of menace and concludes by considering the practical implications of this research for handling violence and managing those who have suffered it **New Perspectives On Bullying** Cowie, Helen, Jennifer, Dawn, 2008-10-01 This book provides a valuable resource for anyone responsible for the emotional well being of children and young people It focuses on the importance of fostering positive relationships in the school community as a whole so that young people and adults feel empowered to challenge bullying when they encounter it and protect those involved

**Well-Being in the Workplace: Governance and Sustainability Insights to Promote Workplace Health** Nicole Cvenkel, 2020-05-02 This book is intended for human resources management academics researchers students organizational leaders and managers HR Practitioners and those responsible for helping support employees in the 21st century workplace It offers a path forward to create an environment that will not only build a healthier workplace by providing appropriate and effective well being interventions but also offers solutions to manage multi generational and holistic employees within the employment relationship The book describes the factors that promote healthy and WELL organizations and introduces concepts and strategies to reduce workplace stress and mental health issues and improve workplace well being toward sustained organizational success Employers that embrace the corporate responsibility of promoting the health and well being of multi generational holistic employees will reap cost savings employee engagement and productivity advantages as well as a healthier and more productive workforce This is Not a Firedrill Rick A. Myer, Richard K. James, Patrice Moulton, 2010-11-17 Practical Information and Tools to Create and Implement a Comprehensive College Campus Crisis Management Program Written by three seasoned crisis intervention prevention specialists with over fifty years combined experience in the field This is NOT a Fire Drill Crisis Intervention and Prevention on College Campuses is a practical guide to creating a comprehensive college campus crisis management program Authors Rick Myer Richard James and Patrice Moulton provide university administrators faculty and staff with invaluable hands on examples general tactics and strategies along with specific prevention intervention and post crisis logistics and techniques that can be applied to almost any crisis likely to be confronted on a college campus This is NOT a Fire Drill features a host of helpful resources including A proven individual organization assessment tool to ensure school professionals and staff take appropriate action to protect students the college and the community Thought provoking case examples activities and illustrative dialogues that provide opportunities for reflection and practice A checklist to get a crisis prevention and intervention plan for human dilemmas up and running A decision tree model to guide the response and recovery to crisis This is NOT a Fire Drill provides the necessary tools to address the emotional cognitive and behavioral responses of students and staff as they attempt to negotiate a crisis and its aftermath *Information Security Management Handbook on CD-ROM, 2006 Edition* Micki Krause, 2006-04-06 The need for information security management has never been greater With constantly changing technology external intrusions and internal thefts of data information security officers face threats at every turn The

Information Security Management Handbook on CD ROM 2006 Edition is now available Containing the complete contents of the Information Security Management Handbook this is a resource that is portable linked and searchable by keyword In addition to an electronic version of the most comprehensive resource for information security management this CD ROM contains an extra volume s worth of information that is not found anywhere else including chapters from other security and networking books that have never appeared in the print editions Exportable text and hard copies are available at the click of a mouse The Handbook s numerous authors present the ten domains of the Information Security Common Body of Knowledge CBK The CD ROM serves as an everyday reference for information security practitioners and an important tool for any one preparing for the Certified Information System Security Professional CISSP examination New content to this Edition Sensitive Critical Data Access Controls Role Based Access Control Smartcards A Guide to Evaluating Tokens Identity Management Benefits and Challenges An Examination of Firewall Architectures The Five W s and Designing a Secure Identity Based Self Defending Network Maintaining Network Security Availability via Intelligent Agents PBX Firewalls Closing the Back Door Voice over WLAN Spam Wars How to Deal with Junk E Mail Auditing the Telephony System Defenses against Communications Security Breaches and Toll Fraud The Controls Matrix Information Security Governance The Psychology and Law of Workplace Violence Irvin H. Perline, Jona Goldschmidt, 2004 The Psychology and Law of Workplace Violence examines the causes risk factors prevention and legal issues associated with workplace violence Previous attempts to explain these crimes are often only descriptive and do not identify the basic underlying psychological mechanisms and yet from the largest violent acts such as the September 11th Attack on America to the smallest violent workplace crime the psychological mechanisms are the same This landmark text offers a different perspective to the current concepts of workplace violence and will likely change the way people conceptualize violent crime Part One of the text identifies eight underlying factors responsible for these crimes identifies two necessary conditions for their occurrence and develops several significant new concepts related to the field Part Two discusses state and federal legal issues surrounding workplace violence Workers compensation employer liability and employer duties under negligence law hiring supervision and firing the legal aspects surrounding premises security employee privacy issues the ADA the Fair Credit Reporting Act and criminal history inquiries are but a few of the many legal topics discussed This section is written in a practical easy to understand manner and contains materials that are often available only in law libraries The final Part Three of the text is a compendium of workplace violence case histories and includes numerous nationally recognizable incidents along with many others that have not been widely publicized An interesting description of details surrounding each crime and its aftermath is included What happened to the perpetrator What happened to the victims In addition for many cases how the case relates to other cases and issues that have arisen from the case are discussed In this section which is the largest published compilation of case history material on workplace violence to date covers over **Undelivered** Philip F. Rubio, 2020-03-25 For eight days in

March 1970 over 200 000 postal workers staged an illegal wildcat strike the largest in United States history for better wages and working conditions Picket lines started in New York and spread across the country like wildfire Strikers defied court injunctions threats of termination and their own union leaders In the negotiated aftermath the U S Post Office became the U S Postal Service and postal workers received full collective bargaining rights and wage increases all the while continuing to fight for greater democracy within their unions Using archives periodicals and oral histories Philip Rubio shows how this strike born of frustration and rising expectations and emerging as part of a larger 1960s 1970s global rank and file labor upsurge transformed the post office and postal unions It also led to fifty years of clashes between postal unions and management over wages speedup privatization automation and service Rubio revives the 1970 strike story and connects it to today s postal financial crisis that threatens the future of a vital 245 year old public communications institution and its labor unions

**Work and Quality of Life** Nora P. Reilly, M. Joseph Sirgy, C. Allen Gorman, 2012-05-31 Employees have personal responsibilities as well as responsibilities to their employers They also have rights In order to maintain their well being employees need opportunities to resolve conflicting obligations Employees are often torn between the ethical obligations to fulfill both their work and non work roles to respect and be respected by their employers and coworkers to be responsible to the organization while the organization is reciprocally responsible to them to be afforded some degree of autonomy at work while attending to collaborative goals to work within a climate of mutual employee management trust and to voice opinions about work policies processes and conditions without fear of retribution Humanistic organizations can recognize conflicts created by the work environment and provide opportunities to resolve or minimize them This handbook empirically documents the dilemmas that result from responsibility based conflicts The book is organized by sources of dilemmas that fall into three major categories individual organizational internal policies and procedures and cultural social forces external to the organization including an introduction and a final integration of the many ways in which organizations can contribute to positive employee health and well being This book is aimed at both academicians and practitioners who are interested in how interventions that stem from industrial and organizational psychology may address ethical dilemmas commonly faced by employees

**Violence at Work** Martin Gill, Bonnie S. Fisher, Vaughan Bowie, 2013-01-11 In this book a distinguished international team composed of both academics and practitioners identify and address the key issues of workplace violence Overall this book provides a foundation on which to base ways of better explaining predicting understanding and preventing workplace violence



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