

Workplace Violence

Incidents of workplace violence can occur anywhere, at a residence hall, in the vicinity of campus or in an academic or general campus area, with little or no warning. Workplace violence often begins with inappropriate behavior or signs that, when detected and reported, may help prevent its occurrence. Upon being notified of a workplace violence incident, a determination of the level of the emergency will be made and the appropriate response initiated. Whenever you feel threatened, call Wittenberg police, in extremely violent conditions, call 911, the police will be contacted immediately, and based on the severity of the situation; appropriate senior leadership will be notified.

The following information is a starting place for violence education and a safer, healthier workplace for everyone.

Examples of Workplace Violence:

- Threats, direct or implied
- Physical conduct that results in harm to people or property
- Conduct which harasses, disrupts, or interferes with another individual's performance
- Conduct that creates an intimidating or hostile environment

Potential warning signs:

- Verbal, nonverbal, or written threats
- Fascination with weapons or violence
- New or increased stress at home or work
- Expressions of hopelessness or anxiety
- Insubordinate behavior
- Dramatic change in work performance
- Destruction of property
- Drug or alcohol abuse
- Externalization of blame

Risk factors that contribute to workplace violence:

- Termination of employment
- Disciplinary actions
- Ongoing conflicts between employees

Workplace Violence (cont'd)

- Domestic or family violence
- Financial problems

Workplace

violence

prevention:

- Be aware of what is going on around you at all times. Awareness is a proven method for increased personal safety
- Tell your supervisor when you notice unusual or suspicious behavior
- Do not hesitate to call for help

Psychological Response

- Counseling
- Crisis intervention
- Trauma
- Communication
- Emotional Response
- Assessment
- Indirect victims (parents)

Utilize **Postvention: A Guide for Response to Suicide on College Campuses**, which is a resource of the Higher Education Mental Health Alliance (HEMHA) Project, to “sensitively respond to campus deaths after they occur and contribute to improved prevention efforts.”



postvention_guide.pdf