



IT'S WONDERFUL LIFE
BUT NOT NECESSARILY

SAFE
BURGETT, LLC

A basic guide to protecting your
most valuable assets from workplace violence



'It' will never happen here

Disgruntled customer or employee takes a firearm to a place of work and shoots indiscriminately

Any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site



BARRIERS

“We don’t have the budget.”



Business interruption



Loss of productivity



Turnover



Increased legal expenses



OSHA Fines



Workers' compensation claims



BARRIERS

- There is no ROI on security
- Undesirable company image
- You can't prove a negative



- Homicide is the leading cause of on-the-job death for women
- Nonfatal workplace assaults result in more than 876,000 lost workdays & \$16,000,000 in lost wages
- 30% of employees are unaware of information contained in their company's Emergency Action Plans



LEGAL REQUIREMENTS

OCCUPATIONAL SAFETY & HEALTH ADMINISTRATION (OSHA)



- Ensure safe and healthful working conditions
- Exceptions:
 - Self-employed
 - Faith-based organizations
 - Federal & State governments



OSHA ACT OF 1970

GENERAL DUTY CLAUSE



29 USC 654

SEC. 5. Duties

(a) Each employer --

(1) shall furnish to each of his employees and a place of employment which are free from **recognized hazards** that are causing or are likely to cause death or serious physical harm to his employees

OSHA CITATION 01001



- Failure to comply with OSHA 29 USC 654 SEC 5(a)(1) Duties
- Integra Health Management OSHA decision
 - Citation 1110130.015/01001



COURTS RULE ON “RECOGNIZED HAZARDS”



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Court rulings throughout the country, relative to liability lawsuits, have shown many of the more violent acts perpetrated in the workplace are now considered “*recognized hazard*” to employees.

LEGAL LIABILITY



THE CIVIL LIABILITY

Out-of-court settlements average \$500,000, with jury verdicts averaging about \$3 million

- Carr v. Sanderson Farms
- Kraft Foods
- McDonalds
- Charter Communications





OBTAINING BUY-IN & EMPOWERING EMPLOYEES

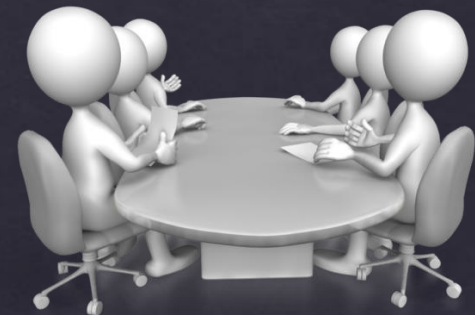
EMPOWER YOUR STAFF

- Safety & Security Council
- Threat Assessment & Incident Response Team
- Creating EAP
- Drills
- Audits
- Mini Initiatives
- Guest Speakers
- Certifications
 - CPR
 - BBP
 - Basic first aid
 - Stop the Bleed



PLANNING FOR WPV

- Support from the top
- No one-size-fits-all strategy
- Proactive not reactive
- Integrate into organizational cultural
- Inclusive of all departments
- Communicate & model
- Create exercises & practice
- Reevaluate regularly



WORKPLACE VIOLENCE PREVENTION PROGRAM



Demonstrates the organization's commitment to its personnel



WORKPLACE VIOLENCE PREVENTION PROGRAM



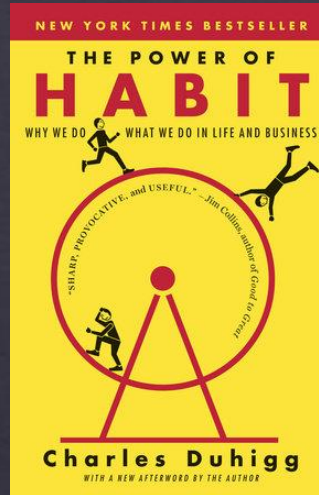
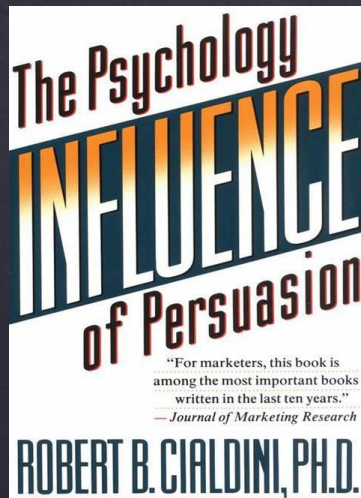
Elements:

- Workplace Violence Prevention Statement
- Threat Assessment & Incident Response Team
- Threat Assessment
- Threat Control & Prevention
- Workplace Violence Prevention Policy
- Emergency Action Plan
- Employee Training & Education
- Incident Reporting, Investigation, Follow-Up & Evaluation
- Recordkeeping System

MINDSET TRAINING

- ~~Run, Hide, Fight~~
- Know thy self
 - What am I physically capable of doing
 - What am I mentally prepared to carry out
- ~~See something / say something~~
 - See
 - Hear
 - Care
 - Share

RECOMMENDED READING



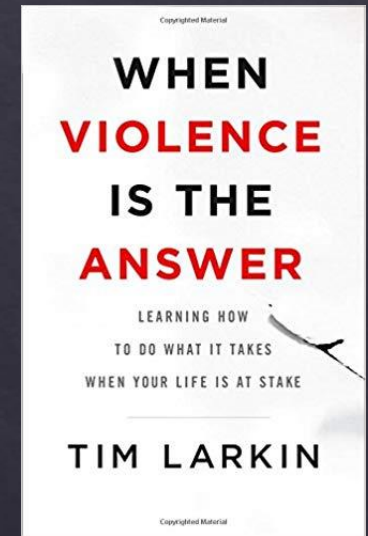
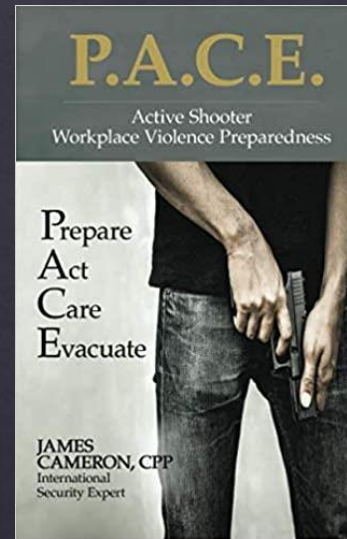
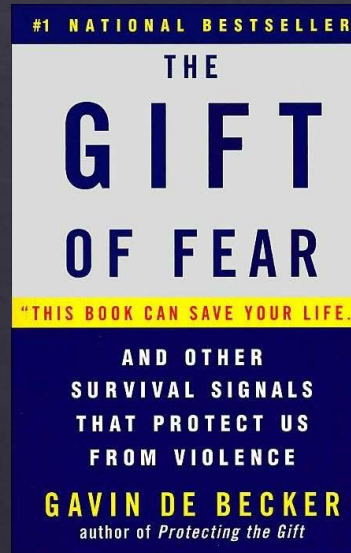
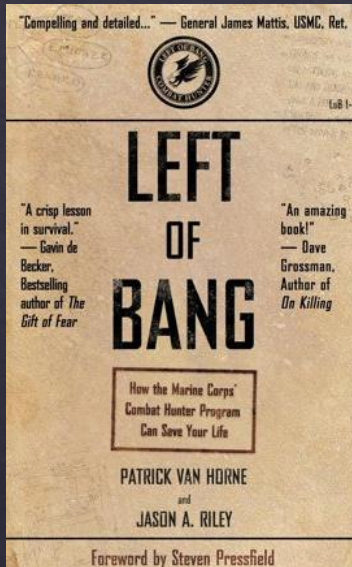
THE
WORKPLACE
VIOLENCE
PREVENTION
HANDBOOK

SECOND
EDITION

Don Philpott



RECOMMENDED READING





BURGETT, LLC

THANK YOU & STAY SAFE

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