

safety matters

Manufacturing

From your safety partners at Peabody Insurance Agency

Preventing and Dealing with Workplace Violence

News stories about workplace violence are always shocking and tragic. But these unfortunate events serve as a reminder of the possible consequences of unchecked violent behavior in the workplace. Anytime tempers flare or aggressive behavior is not addressed, the risk of violence increases.

It is our top priority to keep the workplace safe. However, violence in the workplace remains a serious safety and health issue. It can occur inside or outside the workplace, and can range from threats and verbal abuse to tragedies and fatalities. The FBI estimates that 1 million people are exposed to workplace violence each year.

Whether they come from a current or former employee, an unknown assailant or as a result of domestic violence or personal problems, many incidents can be foreseen and averted. Through our Workplace Violence Prevention Program, we do not tolerate threats, bullying, harassment or any other form of violence.

Identifying Your Risk

Workplace violence can include actions or words that endanger or harm you, or cause you to believe that you may be in danger, including:

- Verbal or physical harassment
- Verbal or physical threats
- Assaults or other violence
- Any other behavior that causes you to feel unsafe (bullying or sexual harassment)

Staying Safe

Reduce your odds of experiencing violence in the workplace with the following safety strategies:

- Become aware of and report violent or threatening behavior by co-workers or other warning signs.
- Take all threats seriously.
- Follow procedures established by our Workplace Violence Prevention Program, including those for reporting incidents.
- Learn how to recognize, avoid or diffuse potentially violent situations by attending personal safety training programs.
- Alert supervisors to any concerns about safety or security, and report all incidents immediately in writing.
- Use the buddy system when traveling to unfamiliar locations or when you find yourself in unusual situations.

Stay Alert

Always stay alert and aware of your surroundings. Make sure that you are effectively trained in conflict resolution and methods of handling potentially dangerous situations. Adhere to all of our policies to reduce your risk of being involved in dangerous situations that could result in physical violence.

Recognizing potential hazards and staying effectively trained in conflict resolution can help keep you and others safe.

