

Workplace Violence Prevention Poster– Global

Today we are going to discuss the serious topic of workplace violence prevention.

Workplace Violence is not just physical violence, it is any act or threat of physical violence, harassment and/or intimidation that occurs at work.

This can include threats, verbal abuse, psychological trauma, property damage and physical attacks.

It can be very difficult to know when a person may become violent. Not all people will show the warning signs we will discuss today. But these behaviors and physical signals can serve as warning signs that a situation could turn violent.

It is critical to take these behaviors in context. If you see multiple warning signs and the behaviors are getting worse, please act and report your concern to a supervisor or human resources department.

Always take note if:

- There is a change in behavioral patterns; or
- The number, frequency, and intensity of the behaviors are disruptive to the work environment.

The classic warning signs that a person may become violent can include:

- Crying, sulking, mood swings or emotional responses;
- Excessive absenteeism or lateness;
- Disrespect for authority;
- Change in job performance;
- Withdrawal, depression, suicidal comments;
- Talking about the same problems repeatedly without resolving them.

Physical signs that a person may act out include:

- Signs of extreme fatigue;
- Sweating;
- Pacing, restless, or repetitive movements;
- Exaggerated or violent gestures;
- Loud talking or chanting; or
- Violating your personal space.

In some cases, there has been a clear pattern of warning signs before a violent incident. When you can, take note of:

- A history of violence. This can include a fascination with incidents of workplace violence, an extreme interest in weapons, or evidence of earlier violent behavior.
- Threatening behavior. For example, the person tells you about their intent to hurt someone else, they seem to hold a grudge, or they are making threats that seem to be more and more violent and well-planned.

- Intimidating behavior. This can include being argumentative or uncooperative, displaying unwarranted anger, or being impulsive or easily frustrated.
- Increase in personal stress. This oftentimes occurs after an unreciprocated romantic obsession, serious family or financial problems, or recent job loss.
- Negative personality characteristics. For example, being suspicious of others, feeling victimized, and showing a lack of concern for the safety and well-being of others.
- Marked changes in mood or behavior. This includes extreme or bizarre behavior, irrational beliefs and ideas, marked decline in work performance, and a drastic change in belief systems.
- Social isolation. There is a history of negative interpersonal relationships, or the person has few family or friends.
- Substance abuse. The person abuses drugs or alcohol.
- If you have concerns that your safety or the safety of others is threatened, report those concerns to a supervisor, manager, Human Resources, Legal and Compliance, or call RPM's hotline.
- If you feel your safety or the safety of others is immediately threatened, call the authorities.
- Should you have concerns about reporting workplace violence, know that the Company prohibits retaliation against associates who make reports in good faith and takes efforts against retaliatory actions.