

THE ISSUE

It doesn't just happen at the post office. A worker in a manufacturing plant who was unhappy with her job shot and killed the plant manager after her attempt to set the plant on fire had failed. A businessman, who blamed his lawyers for a failed real estate deal, killed 8 and wounded 6 employees of the law firm with a semi-automatic weapon. The statistics behind these stories are grim:

- 15 people are murdered on the job each week (McCune, 1994)
- Homicide is the leading cause of workplace death for women (Boriskin, 1994)

Over 900 violent acts were committed per workday in 1995 by disgruntled workers or angry spouses (Drunkel, 1994)

75% of workplace homicides are committed with a handgun. 17% of workplace violence incidents are shootings.

In interviews with people who have committed violence in the workplace, all stated that when giving clues or making threats that no one interceded or asked what was going on.

THE RESPONSE

Many organizations have embarked on proactive approaches to the prevention of workplace violence. By creating an environment in which even threats of violence are seriously addressed, these organizations have minimized their employees' exposure to danger and their own exposure to liability. PERSPECTIVES helps organizations create Workplace Violence Prevention programs by:

- Developing a policy that:
 - ⇒ Clearly defines the scope of workplace violence
 - ⇒ Clearly defines the reporting responsibilities of employees and managers
- Training an Incident/Threat Response Team
- Training managers re: the policy, how to respond to a violent incident and identify potentially violent situations
- Assessing the physical plant for risk of violence