

Preventing Workplace Aggression, Bullying and Violence

As many as two million American workers are victims of workplace violence each year. That's anything from threats and verbal abuse to cyberbullying to physical assault and homicide. The sad reality is, many of the incidents are avoidable.

Unfortunately, even experienced HR professionals and managers often miss the warning signs of potential violence or take too long to respond to a threat in a situation where every second counts. Ignore even seemingly harmless behaviors like gossip, rumors and innuendo and you're placing your company at risk.

That's why you don't want to miss this important course. Sign up today for this convenient virtual program and you'll be better equipped to provide a safe working environment for your organization and your employees.

Session 1

Recognizing Potential Workplace Aggression

- Differentiate between the words and actions that constitute workplace aggression, bullying and violence
- Recognize the signs of passive-aggressive behavior and know how to deal with it
- Identify specific warning signs and other indicators of problem behavior
- Discuss when behavior and attitude patterns warrant an immediate call to HR
- Describe how to create a threat assessment team

Session 2

Minimizing the Potential for Workplace Violence

- Describe the 3 levels of workplace violence and the appropriate responses to each
- Discuss the importance of early intervention
- Know the steps for de-escalating potentially violent situations
- Explain the employer's legal responsibilities in domestic violence situations
- Learn smart interviewing and hiring practices that help minimize workplace violence

Session 3

Responding to Life-Threatening Events

- Explain how a simple "Hello" helps to evaluate suspicious behavior
- Detail ways to increase your chances of survival in a life-threatening event
- Discuss strategies for responding during an active-shooter situation
- Describe how to create a bomb-incident plan