

## Workplace Violence

Individuals who become violent at work or threaten to become violent have usually displayed behaviors long before they take any action. Individuals prone to workplace violence may:

- Be chronically disgruntled;
- Be inflexible;
- Cause trouble on the job;
- Frequently changing jobs;
- Be quick to perceive unfairness or malice in others;
- Be unwilling to take responsibility for problems – it's always someone else's fault;
- Often challenging management's requests, either passively or actively;
- Have a deep sense of entitlement;
- Have a past history of violent acts or threats;
- Have complaints that often appear to be of a paranoid nature; i.e., blown out of proportion and taken personally, especially when action was not intended that way;
- Have recently experienced stressful events;
- Have access to weapons or fascinations with weapons (They will often mention this to others.);
- Abuse alcohol or other substances;
- If there have been allusions to violent acts committed by others and an expression of empathy with those who resort to violence.

### ***On- the- Spot Managing of Violence***

- Remain calm.
- Continue to communicate with the individual calmly and confidently, if possible.
- Call University officials at EXT 34754. If you cannot call, instruct others to call. Report your name and location and information on "who, what, where and when."
- Do not physically attempt to get the suspects to leave. Do not touch them.
- If violent behavior is occurring, escape, hide if not already seen, or cover up if injury is likely.
- Make every possible effort to get others out of the immediate area.
- Never attempt to disarm or accept weapons from suspects.
- If weapons are involved, calmly ask suspects to put weapons in neutral locations.
- Don't argue, threaten, or block suspects' exit.

## Criminal Behavior

Immediately call University Officials at EXT 34754, or 911 for serious criminal activity and be prepared to report information that may include:

- Your name and present location;
- Nature and Location of incidents;
- Descriptions of persons or property involved;
- Where suspects were last seen and their direction of travel.