



A Safer Workplace Through
EducationSM

COMPLIANCE

Violence in the Workplace Awareness & Prevention

Course Length: 1.0 Hours

Course Description

Our Violence in the Workplace Awareness & Prevention course will help supervisors and employees learn to identify behavior and language that has the potential to escalate into violence. This includes verbal threats, verbal abuse, yelling, pushing, kicking, hitting, stalking, and physical violence.

We all have a shared responsibility to maintain a safe workplace. Preventing workplace violence is a difficult challenge. Our Violence in the Workplace Awareness & Prevention course was designed to help employers and employees deal with the growing issue of workplace violence. Workplace Violence physically injures (and in some cases kills) employees, disrupts business, damages morale, creates expenses (medical and legal), and hurts your reputation.

Course Table of Contents

- Section 1: Defining Workplace Violence
- Section 2: The Cost of Violence in the Workplace
- Section 3: Employer Duties
- Section 4: Barriers to Reporting
- Section 5: Warning Signs and Risk Factors
- Section 6: Preventative Measures
- Section 7: Developing a Workplace Violence Policy
- Section 8: Establishing a Threat Management Team
- Section 9: The Incident Management Process
- Section 10: Response Plan
- Section 11: After-effects of Workplace Violence
- Section 12: Best Practices

Meets all California statutory requirements as outlined by:

- **Cal/OSHA Section 3442**
- **CAL/OSHA Title 8 Regulations, Chapter 7, Section 3203**
- **California Labor Code 6400**
- **California Division of Occupational Safety and Health (DOSH)**

Course Learning Objectives

- Define Workplace Violence
- Examine the cost of violence in the workplace
- Review employer's duties
- Identify barriers to reporting violence in the workplace
- Categorize warning signs and risk factors of potential violence in the workplace
- Examine preventative measures
- Develop a Workplace Violence Policy
- Define the Incident Management Process
- Create a Response Plan
- Discuss the after-effects of workplace violence
- Evaluate Best Practices for dealing with violence in the workplace

Course Topics

Abusive Conduct	Occupational Safety and Health Administration
Alcohol and substance abuse policy	OSHA Section 5(a)(1) General Duty Clause
Alcoholics/Narcotics Anonymous	Preventative Measures
Alternative Dispute Resolution	Prevention Programs
Anti-discrimination/harassment policy	Red flags
Bullying	Respondent Superior Doctrine
Code of ethics/business conduct policy	Retaliation
Diversity & Sensitivity training	Risk factors
Domestic violence	Search policy
Duty to Warn	Security assessment
Emergency Response Plan	Substance Abuse Rehabilitation
Employee Assistance Program	Threat Assessment
Family Medical Leave Act	Threat Management Team
Harassment	Threats
Heat Stress	Types of Workplace Violence
Incident Management Process	Violence prevention training
Incident Management Resources	Barriers to Reporting
Negligence	Violence-free workplace
No Weapons policy	Warning signs
	Workers Compensation
	Workplace Violence Policy