

Workplace Violence and Harassment

June 2024

Housekeeping



Muster Point

Presenter & Introductions



Safety begins with me!



Why am I here?

You are the KEY to SAFETY!

Workplace Violence

OSHA defines workplace violence as “any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site.”



Workers at Risk



Risk Signals



Assault

A black and white photograph showing a man on the left shouting with his mouth wide open and eyes wide, looking towards a woman on the right. The woman has her eyes closed and a pained expression, appearing to be crying or shouting back. The background is plain and light-colored.

Verbal Assault


Physical Assault

Harassment

A person in a dark suit jacket is shown from the side, with their right hand resting on the shoulder of another person. The background is a blurred office setting with a window and a decorative string of lights.

Harassment is unwelcome conduct based on race, color, religion, sex (including pregnancy), national origin, age, disability or genetic information.

Types of Harassment

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- Sexual Harassment
 - Quid Pro Quo Harassment
 - Hostile Work Environment
 - Third-party Harassment

Impact on Employees



Prevention



HARASSMENT

Engineering Controls

- **Installing security cameras in high-risk areas**
- **Installing alarm systems or other security devices**
- **Installing metal detectors to pick up on weapons or other metal contraband**
- **Establish safe rooms to use during emergencies**
- **Installing bullet-resistant glass around reception area or around cash registers**

Administrative Controls



One Team

QUESTIONS?

