

The Benefits of Workplace Violence Prevention & Response Training

Why Train? The Cost of Workplace Violence (WPV)*

GROWING CONCERN:



HIGH HUMAN COST:



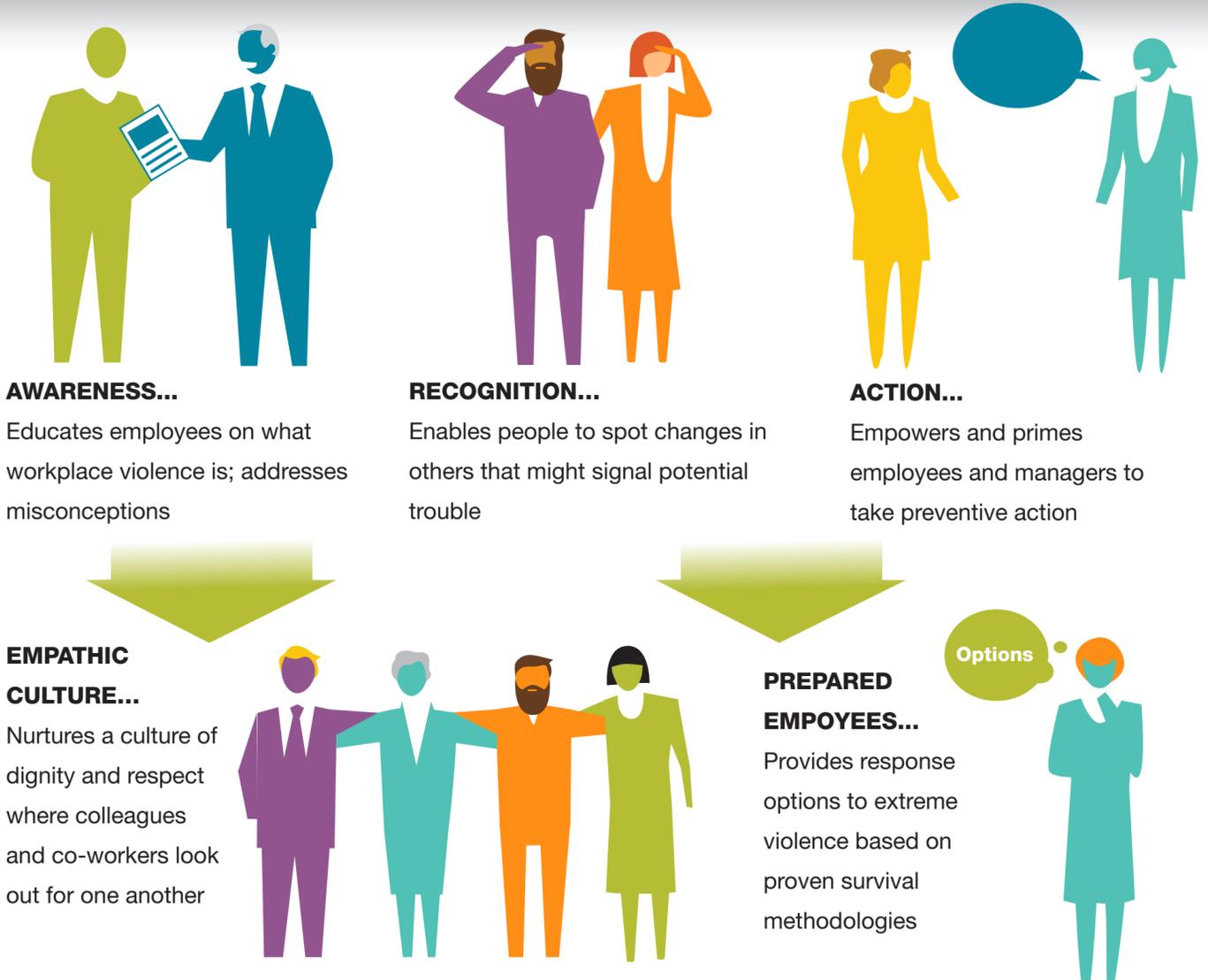
TOXIC IMPACT ON EMPLOYEE EXPERIENCE:



1 in 7
FEELS UNSAFE

Nearly 1 in 7 employees feels unsafe at work
Source: SHRM 2019

Fundamentals of Effective WPV Prevention Training



A Powerful Difference: Trained vs. Untrained

PREVENTION	EMERGENCY RESPONSE	POST EMERGENCY
<p>UNTRAINED EMPLOYEES</p> <p>LACK OF KNOWLEDGE = LACK OF AWARENESS = LACK OF PREVENTION</p> <ul style="list-style-type: none"> Warning signs missed all together Concerning behaviors witnessed but not recognized Early prevention opportunities missed 	<p>NO PLAN LEADS TO THE WRONG PLAN</p> <ul style="list-style-type: none"> Independent, impulsive actions ...dangerous to self and others Risky, self-protection measures often less effective than team approach Panic, sense of helplessness can overwhelm and paralyze 	<p>RECOVERY CAN BE LONG AND PAINFUL</p> <ul style="list-style-type: none"> Post incident recovery time increases for individuals Damage to brand and reputation for organization is incurred Organization missed opportunity to meet its moral obligation to “duty of care”
<p>TRAINED EMPLOYEES</p> <p>TRAINING EMPOWERS A BIAS TOWARD ACTION</p> <ul style="list-style-type: none"> “If you see something, say something” becomes the mindset Concerning behaviors recognized and action taken Team members committed to “looking out for each other” 	<p>PEOPLE KNOW WHAT TO DO, WHEN TO DO IT, HOW TO DO IT</p> <ul style="list-style-type: none"> Survival mindset and learned optimism instilled “Mental Permission” to TAKE ACTION, such as <i>Run-Hide-Fight</i> or <i>Get Out-Get Safe-Get Tough™</i> Planned responses and proactive actions taken on behalf of self and others 	<p>POST EVENT RECOVERY SIGNIFICANTLY ENHANCED</p> <ul style="list-style-type: none"> Individuals better able to bounce back – experience less distress Organizational damage to brand and reputation minimized Organization confident in having met its moral obligation to employees and its community

*According to OSHA, Workplace Violence is any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. It ranges from threats and verbal abuse to physical assaults and even homicide.

Infographic courtesy of Media Partners, provider of the *Getting Real About Workplace Violence* training solution. Developed by security expert Jim Sporleder, this program is known for its ability to effectively teach all aspects of workplace violence awareness, recognition, and response and to help inspire lasting behavior and culture change. The instructional program meets all ANSI and ASIS/SHRM specified training criteria.