

Workplace and Domestic Violence

What is the hazard?

Homicide is a significant cause of fatalities for workers on the job. Workers are killed and injured on the job by co-workers, clients/customers/students/patients, and domestic partners during immediate violent outbursts as well as planned attacks.

Level of Employee Exposure

Do you have employees exposed to this hazard?

YES.

ALL employees are potentially at risk from workplace violence by a co-worker.

ALL employees who work with patients, clients, customers, or students are potentially at risk from workplace violence by a client/customer/patient/student.

ALL employees who are potential victims of domestic violence are at risk in their workplace if no measures are taken to keep the perpetrator out.

Use of Standard / Regulation / Guideline

What regulation, standard, or guideline do you follow to protect employees from this hazard, if any?

Upper Management Support / Policy / Full Hierarchy Accountability

Is there a written policy on this hazard?

- Does your policy define a violent incident?
- How are verbal threats or other potentially escalating incidents addressed?
- Do employees know when they should an incident and to whom to report it?
- Does your policy address if or when police should be called if there is any type of violent outburst or incident? Please provide details.
- Does your policy include a security plan for an employee who is at high risk from a threat of domestic violence?

Is there a method by which employees can confidentially report workplace or domestic violence concerns?

Is there any policy relative to conducting restraint of out of control students/clients/patients?

Who is in charge of ensuring that employees are kept safe from this hazard? A) At the senior management level. B) During day-to-day operations.

How does the agency ensure that the regulation or policy relative to this hazard is followed by all employees?

Training / Certification

What training have employees received relative to this hazard?

Is this a one-time training?

If no, how often does re-training occur?

When are new employees trained?

Please provide general information on training content.

Are employees expected to restrain students/clients/patients who are out of control?

If yes, what training have employees received on how to restrain?

CONTROLS

Controls – Administrative and Engineering Controls

What security measures are taken, if any, to restrict front-door public access to your offices or work location?

Are there any additional security measures to further restrict entry to any internal areas?

Do employees have a way to call for help from every room or area if an incident begins to occur?

Are any employees ever alone with high-risk patients/clients/students/customers?

Are these areas monitored through cameras or other means?

Do these employees have a ready means to call for help?

Is/was the threat of workplace violence considered when configuring the layout of your work areas and individual location assignments?

Emergency Response Planning

Is there a plan in place to respond to an accident or emergency with this hazard?

Concerns / Near Misses / Accidents

Is there a designated person to whom employees go with complaints or concerns about this hazard?

Is there a formal reporting procedure for near misses (narrowly avoided incidents)?

Is there a formal reporting procedure for incidents with this hazard?

Have you had any incidents or near misses with this hazard? Please give an estimated date and brief description.

Prevention

Can you identify any ways that would eliminate or reduce employee exposure to this hazard?

What would be needed to implement these preventive measures?

Other / Comments / Anything You Want to Add

Are there any other specific controls to protect employees from this hazard?

Any other general comments:

IF YOU HAVE QUESTIONS OR NEED ASSISTANCE WITH THIS DOCUMENT,
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