

# WORKPLACE VIOLENCE PREVENTION



## ZERO-TOLERANCE WORKPLACE

**WE ARE COMMITTED TO PREVENTING WORKPLACE VIOLENCE** and complying with Alabama's "Guns in the Parking Lot" Alabama Act 2013-283

### 5 WAYS TO PROTECT YOURSELF

1. Access your work environment
2. Report threats or acts of violence to management
3. Learn how to react to threats or acts of violence
4. Treat all co-workers with respect and dignity
5. Follow employer's WORKPLACE VIOLENCE PREVENTION POLICY

### RECOGNIZE THE WARNING SIGNS

Workplace violence has many common warning signs:

- Quick to anger or demonstrates an uncontrollable temper
- Prone to arguing, intimidating behavior or carries a grudge
- Intolerant of criticism and suspicious of co-workers
- Delusions, strong unshakeable beliefs about others in the workplace
- Isolated, little involvement with co-workers
- Repeated or history of making threats
- Fascination with weapons, violence and related literature
- Recent and acute personal, financial, legal or relationship problems
- Known history of psychological problems.

### EMPLOYER WORKPLACE VIOLENCE PREVENTION POLICY

This employer has adopted a ZERO-tolerance for workplace violence. Any employee who engages in workplace violence is subject to discipline up to and including immediate termination.

### WHAT ABOUT FIREARMS IN THE EMPLOYER PARKING LOT?

Except in strict accordance with Alabama Law, employees are prohibited from possession of firearms or weapons of any description on the premises of the employer or while such employees are performing work for the employer.  
See Alabama Act 2013-283 and employer policy

### DO KNOW YOUR VIOLENCE RESPONSE PROCEDURES

#### IF Threatened with Violence:

- DO stay calm
- DO learn how to recognize, avoid, or safely diffuse potentially violent situations
- DO alert your supervisor to concerns you have about safety or security
- DO report to management violent incidents in writing
- DO act like you care about what the person says and don't interrupt
- DO be courteous and patient
- DO use calm body language
- DON'T make sudden movements
- DON'T make threats or touch the person
- DO establish a contact with local law enforcement
- DO use an Employee Assistance Program
- DO request that aggressive employee complete anger management counseling

#### IF Attacked:

- DO call 911
- Do yell as loud as you can or anything to draw attention to yourself
- DO fall to the ground if being pulled
- DO blow a whistle, horn or sound a security alarm
- DO run away, if you can
- DON'T get in a vehicle with attacker

### WEBINAR TRAINING LINKS:

[www.AlabamaAtWork.com](http://www.AlabamaAtWork.com)