

WORKPLACE VIOLENCE

THREAT ASSESSMENT, INTERVENTION, RESPONSE

RISK FACTOR CHECKLIST

- History of violent behavior (recent acts, incarcerated for violence, acts against animals, breaking/smashing objects, domestic abuse/violence, made threats)
- Extreme interest in or obsession with weapons, e.g. paramilitary training, weapons collections (often including semiautomatic weapons), and compulsive reading and collecting of gun magazines
- Excessive discussions of weapons at work, carrying a concealed weapon, or flashing a weapon
- Making veiled or conditional threats of harm (i.e. predicting that bad things will happen to co-worker or manager)
- Intimidating, harassing or instilling fear in co-workers and/or managers, e.g. abusive toward opposite sex, harassing phone calls, stalking and references to weapons
- Paranoia, panicking easily, perceiving that the whole world is against the employee; accusing others as cause of problems; making "lists" and documenting everything, surveillance of others, feeling of persecution, constructing visual and sound barriers to observation by others
- Obsessive involvement with the job, often with no apparent outside interests. The workplace is the employee's sole source of identity.
- Being a loner with little or no involvement with co-workers. Lacks a support system; little or no family or romantic relationship. Individual may have intense interest with co-worker causing that individual to feel uncomfortable and harassed.
- Holding grudges over loss or threat of loss, especially against a manager and often verbalizing some form of revenge. An example is holding a grudge over denial of a promotion.
- Fascination with other recent incidents of workplace or other violence and an understanding/approval of use of violence under the circumstances
- Expressing desperation or hopelessness over recent family, financial or personal losses/problems; depression or suicidal thoughts
- Workplace event causing stress (i.e. layoff, reduction in force, termination, demotion, poor evaluation, plant closing, denial of grievance, loss of arbitration)

- Severe intoxication, substance abuse, misuse of prescription medications
- Lack of empathy coupled with intense anger or irritability, rages
- Sexual fetishes/fantasies or fascination with pornography
- Inflexible, chronically disgruntled, history of unreasonable grievances. Causes trouble on the job, described as "troublemaker", excessive bitterness
- Intense sense of "injustice" or "entitlement", precipitating "self perceived unjust" act
- Self destructive behavior/mutilation
- Pathological jealousy
- Expresses futility of living or sees violence as the only answer
- Sexually/physically abused as child, raised in abusive or dysfunctional family, active delinquency as child
- Recent behavioral changes, extreme mood swings, expressing "fear of losing control"
- Expressing explicit plan/intent, describing method, availability of means
- Reckless disregard for safety of others
- History of closed head injury
- Employees, managers, customers have indicated that they are scared, worried and/or nervous due to individual's conduct
- Willingness to exceed boundaries, limits, and/or thresholds; inability to conform to rules, warnings; inability to control actions

REPORTED BY:

DATE: _____ (TITLE)

Others who have observed any of the above risk factors:

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