

# WORKPLACE VIOLENCE PLANS

# TYPES

- Active Shooter
- Other weapons
- Fighting
- Hostage
- Bullying

# CIVIL LIABILITY

- Agencies can be sued for not providing a safe workplace.
- OSHA issues
- Domestic Violence comes to the workplace

# EMPLOYEE RIGHTS

- Personnel Handbook
- Guns in trunks
- Guns in workplace
- Duty to report

# PREPARING

- Implement a Response Plan before an incident occurs
- Educate Board and employees about the policies and reporting

# WATCH FOR INDICATORS

- Pay attention to possible at-risk factors
- Document
- Discipline
- Disgruntled staff, residents, community

# EMERGENCY ACTIONS

- Run, hide fight: Youtube
- Your plan
- Police intervention
- Afterwards: support and “hot wash”

# PHA RESPONSE PLAN

- Self assessment
- Locations
- Specific areas: concerns, routes, safe zones
- Preparation: “Fire Drills”
- Education for all employees and board



# RUN

- Develop escape route
- Include first and second floor
- Evacuate unless threat in sight or blocking route
- Run immediately to exit
- Abandon belongings

# HIDE

- Only if running not possible
- Designate hiding spots: where can you lock, other secure areas
- Look for possible self defense weapons

# TRAINING

- Turn off lights
- Lock or barricade door (heavy furniture)
- Call 911, set off alarm or sprinkler
- Work together
- Find cover: furniture, walls, etc.
- Turn off cell phone

# FIGHT

- Final option
- Don't try to reason or plead
- Create chaos
- Noise, movement, throw objects

# FIGHT

- Be aggressive
- Weapons: scissors, glass, heavy object such as fire extinguisher, ballpoint pen
- Target face, eyes, neck, crotch kick

# EDUCATION AND TRAINING

- Everyone should know specifics
- Do drills, training and refreshers
- Practice fire drills also
- Know what to do if fire alarm or other alarm sounds.

# CREATE WRITTEN PLAN

- Consult with departments
- Get responses
- Create plans for: Evacuation, Hiding, Confrontation
- Afterwards: Immediate action, Longer action
- Consult with police

# DISTRIBUTE PLANS

- CONSULT WITH FIRE, POLICE
- CONSIDER PANIC BUTTONS
- HAVE POLICY ON WEAPONS
- KNOW ABOUT “SAFE HARBOR”



# PRACTICE

- Do drills
- Consult with fire, police
- Regularly review