

Violence in the Workplace*

Violence in the workplace involves the attempted or actual use of physical force by someone other than a worker, which can result in harm or injury to the worker. This definition extends beyond physical acts, encompassing threatening behaviors or statements that could lead a worker to reasonably fear their safety in the workplace.

The importance of addressing workplace violence

Recognizing and addressing workplace violence is critical for maintaining a safe working environment. It involves identifying and managing situations that might escalate into physical harm or create a threatening atmosphere for workers. This proactive approach is essential for the well-being and security of all employees.



Key characteristics

Key characteristics of workplace violence can include the potential for significant physical and emotional harm, and its impact on overall workplace safety and productivity. Factors contributing to workplace violence can include high-stress environments, inadequate security measures, poor management practices, and lack of training on conflict resolution. Recognizing warning signs such as increased aggression, unexplained absences, and verbal threats is crucial for prevention and intervention strategies.

Risks and hazards

The risks associated with workplace violence include immediate physical injuries and longer-term psychological effects like trauma and stress. It can also foster a hostile work environment, marked by fear and apprehension among the workforce.

Preventive next steps

The following steps are essential for the prevention and management of workplace violence:

- Take all threats against workers or their families seriously
- Inform workers and the police about any threats

- Encourage workers to report any threats to their supervisors or employers promptly
- Train workers on strategies for handling these threats
- Develop a Workplace Violence Protection Program that clearly outlines the responsibilities of all workers and supervisors



For additional resources visit:

[Workplace conduct](#) | WorkSafeBC

[Violence](#) | WorkSafeBC

[Violence and harassment in the workplace](#) | Canadian Centre of Occupational Health and Safety

Violence in the Workplace Toolbox Talk

Name of Facilitator: _____ **Date:** _____

Supervisor Signature: _____ **Date:** _____

Employee feedback/questions/recommendations

Workers who attended

[illegible]

Key Talking Points (Facilitator Notes)