

American National Standards Institute

ASIS/SHRM WVPI.1-2011

Workplace Violence Prevention and Intervention

“The ANSI Standard (herein after the Standard) provides an overview of policies, processes, and protocols that organizations can adopt to help identify and prevent threatening behavior and violence affecting the workplace, and to better address and resolve threats and violence that have actually occurred.”

The “Standard reflects a majority consensus among professionals from disparate disciplines (including security, human resources, mental health, law enforcement, and legal arenas) regarding practices viewed as effective, recommended and – in some cases – essential through work in this field.” The Standard includes input from ASIS International (the preeminent organization for security professionals with more than 37,000 members worldwide) and the Society for Human Resource Management (the world’s largest association devoted to human resource management).

The Standard is applicable to any organization choosing to establish, implement, maintain and improve upon:

- A Workplace Violence Prevention and Intervention Program.
- A Threat Management protocol.
- Practices that can assist the organization in effectively managing post-incident issues.

Violence can occur in numerous forms including domestic violence, domestic abuse, child abuse, spousal abuse, sexual assault, dating violence, physical aggression, threats, stalking, family violence and other violent acts.

A safe learning / safe working environment is vital for students, faculty, staff, employees, vendors, contractors, volunteers, customers and others to achieve their highest levels of success.

The Standard offers comprehensive guidelines that specify two categories of requirements: mandatory and recommendation. The Standard offers mandatory requirements designated by the word shall and recommendations designated by the word should. The Standard includes sections:

- Definitions
- Defining the Reach of Prevention and Intervention Efforts Establishing Multidisciplinary Involvement
- Planning a Workplace Violence Prevention and Intervention Program
- Implementing the Program
- Threat Response and Incident Management
- The Role of Law Enforcement
- Integrating the Issue of Intimate Partner Violence into Workplace Violence Prevention Strategies
- Post-Incident Management
- Conclusion – Legal References and Commentary

The Standard points out no organization, large or small, public or private, for-profit or non-profit, can assume that it will be immune to the wide range of disturbing, threatening and violent conduct that falls within the broad definition of “workplace violence”.

The benefits of adopting a proactive approach to workplace violence are many, while the costs of not having a proactive approach can be staggering.

TIPS:

Next Generation Prevention Platform

Prevention and Intervention

Awareity's multi-award winning TIPS (Threat Assessment, Incident Management and Prevention Services) is a **next generation prevention platform** providing a comprehensive suite of tools, proven to provide your organization with the most efficient and most cost-effective solution to implement and maintain the mandatory and recommended guidelines within the ANSI ASIS/SHRM WPVI standard.

For example, Section 5.1 Establishing Multidisciplinary Involvement, states: *"Effective workplace violence prevention and intervention efforts require a clear "top-down" commitment to ensure that the right resources are allocated to develop a workplace violence prevention and intervention program; to effectively carry out incident management; and to secure training, outside consulting, physical security measures, and other items essential to successful prevention and intervention efforts."*

Centralized Record Keeping Platform

Awareity's TIPS prevention platform provides the right tools to ensure all stakeholders have secure, "need to know" and anytime access to the centralized record keeping platform (Section 6.2.7); to establish, implement, operate, monitor and maintain your organization's workplace prevention and intervention program.

The workplace violence prevention and intervention program should include a system of centralized record keeping, making sure that all reports made under workplace violence prevention policy are recorded and tracked. A system of centralized record keeping becomes especially important in large organizations, where offenders can at times move to various positions within the organization. Record keeping will also allow for ongoing monitoring of incidents to identify high-risk areas within the workplace, or customers, clients, or patients who repeatedly demonstrate problematic behavior. All information in such reports should be handled with the highest degree of confidentiality and shared on a strict "need-to-know" basis for the purposes of Incident Management and follow-up monitoring by current and future management.

Threat Assessments and Ongoing Awareness

Awareity's TIPS prevention platform provides the right tools for implementing a workplace violence prevention and intervention program (Sections 6 and 7 of the Standard). Conducting needs assessments and surveys empower organizations to evaluate vulnerabilities, current practices, physical security and more. TIPS also provides the right tools (Awareness & Accountability Vault) for ensuring employees, management and third-parties have updated situational awareness and accountability of Workplace Violence Prevention Policies, Incident Reporting Practices, Protocols for Emergencies, Incidents and Indicators, Training, Strategies and other violence and safety related protocols and practices. TIPS is the only platform with the Cawood Assessment & Response Grids.

Connecting the Dots

Hundreds of post-incident reports reveal common gaps in threat assessments, incident management and other prevention and intervention processes. Awareity's TIPS platform provides the right tools to prevent these gaps and tools for Threat Response and Incident Management (Section 8) including several components of the Incident Management Process (8.3.1), Evaluating Information for the Initial Risk Screening (8.4.3), Early Actions by the Threat Management Team (8.5), Threat Response Actions by the Threat Management Team (8.6), The Importance of Setting Appropriate Limits to Internal Violence Risk including engaging an external threat assessment professional (8.7), The Importance of Legal Oversight (8.8), After an Incident Has Been Resolved (8.9) and Responding to a Violent Workplace Incident (8.10). Another important process involves having the right tools to accommodate The Role of Law Enforcement (Section 9), which TIPS also provides. Additionally, TIPS provides the right tools to integrate prevention strategies, address Post-Incident Management (Section 11) and numerous other related threats, liabilities and obligations.

To see how Awareity's Next Generation Prevention Platform can save lives, reputations and budgets, set up your online demonstration today by contacting info@Awareity.com.