

## **Workplace Violence Warning Signs**

### ***PERSONAL PROBLEMS CAN LEAD TO WORKPLACE VIOLENCE***

**Be alert to employees' personal situations that could, in the worst cases, bring violence to the workplace.**

An employee could be pushed over the edge by:

- A failed or one-sided relationship
- Serious family health or financial problems
- Serious personal problems combined with job-related problems
- Substance abuse, especially if combined with other problems
- Emotional or mental illness that focuses anger on the job or co-workers



**Homicide is the  
second leading cause of  
fatal occupational injury  
in the U.S.**

Violence could follow an employee to work in the form of:

- An irrationally jealous partner
- An abusive partner
- A partner unable to accept a divorce or the end of a relationship
- A stalker or someone obsessed with the employee

To protect employees, the Occupational Safety and Health Administration (OSHA) recommends:

- Providing safety education. Local police departments can give training on awareness, avoidance, and prevention of mugging, robbery, and assaults.
- Establishing a communication system, such as a cellular phone, for employees to use while in the field.
- Assuring proper maintenance of employer provided vehicles.
- Establishing procedures to decrease the risk of robbery (e.g. advise employees not to carry purses).