

Workplace Violence

Fact Sheet



What is workplace violence?

Workplace violence is violence or the threat of violence both in and outside of the workplace against workers. It includes any act or threat of physical violence, harassment, intimidation, or threatening disruptive behavior. Behaviors can range from threats to verbal abuse, physical assaults, or homicide. Workplace violence in all of its forms is of growing concern for employers and employees nationwide.

Warning signs

Warning signs of potential workplace violence can include:

- Aggressive behavior
- Conflicts with co-workers or supervisors
- Statements showing fascination with workplace violence incidents
- Statements indicating desperation over finances or family issues to the point of suicide
- Direct or veiled threats of harm
- Substance abuse
- Extreme changes in normal behavior

What supervisors and leaders can do to help protect USMC personnel

The best thing a supervisor or leader can do is establish a zero-tolerance policy towards workplace violence. Additionally, a workplace violence prevention program should be established or information should be incorporated into existing USMC programs or POIs. Ensure that all personnel know the policy and understand that all claims of workplace violence will be investigated and remedied promptly.

Other strategies include:

- Provide safety education for personnel so they know what conduct is not acceptable, what to do if they witness or are subjected to workplace violence, and how to protect themselves
- Secure the workplace as necessary
- Equip personnel with ways to communicate when out in the field or out of the office and ensure their locations are known
- Instruct personnel not to enter any location that feels unsafe



How personnel can protect themselves

Nothing can guarantee absolute safety from workplace violence.

However, there are several steps that can be taken to reduce risk:

- Learn to recognize, avoid, or diffuse potentially violent situations through education programs. Ask your supervisor for more information
- Alert supervisors, leaders, and/or commanders about safety or security concerns and report all incidents immediately
- Avoid traveling alone into unfamiliar locations or situations whenever possible

What supervisors and leaders should do following an incident of workplace violence

- Encourage personnel to report and log incidents and threats of workplace violence to the USMC Police Department
- If necessary, provide prompt medical evaluation and treatment after an incident
- Inform victims of their legal right to prosecute perpetrators
- Discuss the circumstances of the incident or threat with staff members. Encourage personnel to share information about ways to avoid similar situations in the future
- Offer stress debriefing sessions and counseling sessions to help workers recover from threats or incidents
- Investigate all violent incidents and threats, monitor trends in violent incidents by type or circumstance, and institute corrective actions.

Need Additional Assistance? Contact us at the USMC Insider Threat Hub

USMC Counter Insider Threat email: insiderthreat@usmc.mil

NCIS TextTip: <https://www.ncis.navy.mil/Resources/NCIS-Tips/>

Eagle eyes: www.usmceagleeyes.org

References

<https://www.defense.gov/News/News-Stories/Article/Article/1391172/safeguarding-against-workplace-violence/>
<https://www.osha.gov/workplace-violence>