

# AHA Workers' Compensation Self-Insured Trust

## Understanding workplace violence *Review common assumptions*

Review these assumptions and comments below to renew your commitment to preventing workplace violence.

### Assumptions

- **All this violence business is a waste of time**—you can never predict when a person is going to “flip out.”
- **My personal problems are my own business**, not the company’s.
- **My workspace is right by the back door.** It’s too annoying to park in the back, walk all the way around to the front to get into the building—and then walk all the way back. So we rigged the alarm so we can slip through the back door and get right to work.
- **Jim has started to get a little weird at work.** He’s always talking about guns. Yesterday, he said if management messed with him, he’d get them. If it gets much worse, I’ll have to talk to someone about it.
- **Since OSHA doesn’t have a violence standard**, we don’t have to worry about the government being after us if there is a violent episode.
- **Sheila has been kind of wild the last few weeks.** She throws things and rants at people. I expect she’ll calm down soon. I hope so—we’re not getting too much done.
- **Terry is getting angrier and angrier at Alex.** Terry has good reasons for disliking Alex. Yesterday, Terry shouted, “Alex if you pull that one more time, you and your family are going to regret it.”

### Comments

- **In most cases, there are warning signs.** The key is to take action before problems escalate. Coworkers are often in the best position to observe inappropriate behaviors.
- **If there is a potential for violence on company premises, it is the company’s business.** And violent people often follow victims to work.
- **It’s easy to understand this thinking, but it is dangerous.** Employees who circumvent existing security measures leave their own workplaces exposed to potential violence.
- **Now is the time to talk to management.** Don’t hope it will go away.
- **OSHA doesn’t have a standard about workplace violence**, but it does have the General Duty Clause, which says that employers must provide a safe workplace, which includes a violence-free workplace.
- **Now is the time to address this behavior.** You can’t take a chance. And you know that the behavior is interfering with productivity, and that gives you an excellent way to approach the person.
- **In many organizations, policy specifically states that threats will be taken as real.** This is a dangerous situation and must be dealt with now.



“Oh no... I hate violins in the workplace.”

## AHAWCSIT

### NEWS & NOTES

#### Your Role In Security

Your company’s security procedures are in place for your protection.

#### Follow them!

For example:

- Report any unauthorized strangers to security.
- Meet visitors in the lobby and escort them while in the facility.
- Don’t open strange or unexpected packages. Send them to security.
- Apply any company no-return policy to former employees.
- Stay near a phone when working late. Make sure others know you are there.
- Keep Security’s phone number handy.
- Guard all security information, access codes, etc.
- Arrange a danger signal or code phrase to alert coworkers to trouble.
- Don’t try to be a hero! Do only what you must to stay safe.

## AHA Workers' Compensation

AHA Workers' Compensation Self-Insured Trust Program is administered by Risk Management Resources (RMR), a division of BancorpSouth Insurance Services, Inc. [www.bxsi.com](http://www.bxsi.com)

In March 2003 the AHA Workers' Compensation Self-Insured Trust was established. The program provides workers' compensation coverage to AHA members.

Risk Management Resources, the administrator for the program, assists members in the areas of claims management, safety and loss control.

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## Federal agencies mulling guidance on violence policies

March 13, 2013 - Federal agencies have four months to develop or modify a policy to address domestic violence, sexual assault, and stalking of the workforce. The Office of Personnel Management (OPM) has issued guidance on the content of such policies as directed by the White House.

According to Director John Berry, the OPM will work with other agencies, including the U.S. Department of Labor, to assist in the development of violence policies. They will offer a series of webinars on topics including the impact of domestic and sexual violence in the workplace, the role of employers in responding to such events, and the components of a workplace response.

The OPM guidance document cites Centers for Disease Control and Prevention (CDC) statistics indicating that one in four women and one in seven men in the United States have experienced severe physical violence by an intimate partner.

The effects spill over to the workplace in numerous ways, resulting in significant costs and safety concerns. The CDC estimates that violence, assault, and stalking cost nearly \$8 billion a year in lost productivity and earnings and increased healthcare costs.

AHAWCSIT



419 Natural Resources Drive  
Little Rock, AR 72205

Phone: 501-224-7878  
Fax: 501-224-0519

### RMR

Phone: 501-664-7705  
Fax: 501-664-4849

### RMR Loss Control

#### Consultants:

Martha Wright

Phone: 501-614-1575

Cell: 501-517-1144

Bob Dwinell

Phone: 501-614-1191

Cell: 501-680-5204

Ray Robinson

Phone: 501-614-1139

Cell: 501-912-1335

### AHAWCSIT Claims Contacts:

Korrine Lancaster

Phone: 501-614-1194

Fax: 501-614-1463

Jill Johnson

Phone: 501-614-1112

Fax: 501-614-1412