



INVESTIGATIVE SOLUTIONS NETWORK INC.

Workplace Threat and Risk Assessment

***You're going to regret this. I'm going to get you for what you've done to me?
You're a dead man!***

With that, the door slams and you're alone in your office with a million thoughts running through your head. Minutes ago you were counselling an employee regarding an allegation of impropriety. Now what? Do you ignore this and brush it off as an agitated employee just 'blowing off steam'? What if it actually was a threat? How do you know they won't return and exact revenge on the company's assets, another employee or on you personally?

Workplace violence is an umbrella term that encompasses all types of violence, including commercial robberies, threats from external sources (clients, contractors, ex-employees) and conflicts between co-workers. Reported incidents of workplace violence have grown significantly, yet most employers feel ill-equipped to recognize a viable threat, let alone know how to deal with one in an effective manner.

Threat and risk assessment is a systematic process in which information is gathered and evaluated, an appropriate intervention strategy is selected and then ongoing monitoring and oversight is implemented to evaluate the

effectiveness of reducing the risk. Risk assessment can't guarantee that violence will or won't happen. No one can. What it can do is assist to identify likely cases of violence and guide the selection of best management intervention strategies. When your personal or organizational security is threatened, the time to act is now.

Does your company have a dedicated workplace violence prevention policy? Is the policy communicated clearly to all employees? Is it being followed? Are employees aware of dangerous indicators and their responsibility to report?

1. Does your company have a "culture of tolerance" for bad conduct and threats? Are such threats laughed off or ignored? Is rude, disrespectful behaviour between employees and their supervisors tolerated?
2. What workplace violence training has been offered to employees and managers? Are they equipped with the skills and abilities to handle these types of incidents?
3. Do you know who to call for assistance in risk assessment, safety planning and management of potential danger? Who is qualified to perform such an evaluation?
4. Does your company fully understand the legislative requirement for an employer to provide a safe work environment for its employees? What are the consequences of the employer's failure to do so?

Investigative Solutions Network works with corporations and individuals from coast to coast to address their risk management needs and challenges. The quality and experience of the *Investigative Solutions Network Inc.* risk management team members are unparalleled in the industry and are well suited to provide the very best investigative and consultative services to clients.

For more information, or if you would like to discuss risk assessment strategies further, please contact:

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