

Examples of Risks for Violence and Aggression

The purpose of this list is to provide examples of the kinds of risks that could be associated with violence or aggression in a workplace setting. This list should not be considered as *complete* and additional risks should be taken into consideration as part of a workplace violence and aggression prevention program.

Examples of Risks

- A person who is suspected of being under the influence of drugs or alcohol
- Weapons of any kind that have been found or seen at the workplace
- Violence as thought to being part of the job by some managers, supervisors or workers
- Workers have been threatened in the past with physical or verbal abuse
- Previous reports of theft
- Workers are untrained on how to recognize and respond to threatening, aggressive or violent behaviours
- Workers do not keep their belongings in a locked or safe place
- Workers are not required to report incidents or threats of violence (regardless of injury or severity of damage)
- Workers are frequently working alone
- Insufficient lighting in the parking and adjacent areas
- Emergency numbers not posted (for emergency response, law enforcement, fire, medical services etc.) in areas around the telephone
- No security system/Insufficient security system
- Free movement throughout the facility for non-staff members
- No clear sightlines around reception areas



- Staff are untrained on how to use security devices/alarm systems
- Workplace is unclean, cluttered and unwelcoming
- Objects that could easily be used as a weapon are readily available throughout the facility
- Workers are working at times that put them at increased risk (i.e. night, early in the morning etc.)
- Workers are unsure how to deal with strangers and intruders (i.e. questions to ask, recommended actions/responses)
- Clients and visitors have direct physical access to workers who are dealing with cash and valuables
- The front desk does not face the entrance of the workplace
- Windows to the outside are often blocked (not clear of obstructions)
- Internal lighting is inadequate
- Staff have direct contact with residents who suffer from disease pathologies that may make the resident's behaviour unpredictable
- Staff deal directly with people who may have a history of violence
- Workers carry medications, syringes or other valuable medical equipment
- Facility is located in a '*high crime area*'
- Staff transport large amounts of money/valuables to or from the facility
- Working during periods of intense organizational change (e.g. strikes, downsizing)
- Being exposed to constant harassment and bullying in the workplace