

SAFETY SEGMENTS JANUARY

WHAT IS VARB?



WHAT WE'RE LEARNING

So, what is VARB? VARB stands for Violence, Aggression, and Responsive Behaviors. These behaviors are often seen in Type A and Type B settings. Recognizing the root causes of VARB is crucial for developing effective strategies to manage and lessen these behaviors and prevent injuries to workers. The CCSA has adapted tools from the PSHSA (Public Services Health and Safety Association), these resources, plus leading practices are available on our [website](#). We also have the Five Step Process for building or evaluating your workplace Violence prevention program.

GUIDING QUESTIONS

- What are some of the VARB tools?
- Which do you think could be effective here?
- How do you feel the organization deals with VARB currently?

Notes to the Team Leader:

Facilitate an atmosphere of support and openness to feedback by encouraging the staff to share experiences or opinions without fear of reprisal.

DIRECTIONS

Start the discussion by setting the expectations for creating a safe space and respecting everyone's feedback. Print out or show an electronic copy of [VARB Tools Poster](#). After everyone is done, use the guiding questions to facilitate a group discussion.