

A. Incident of Violence from Worksite Exercise

Time required: 20 minutes

1. Select a recorder and reporter from your group
2. Select an example from one of your worksites regarding an incident of violence.
3. Explain the sequence of events leading up to the incident, the details of the incident, and any post-exposure protocols, including debriefing. Members of the group should ask questions to clarify the event.
4. List all the factors on a flip chart, taking into consideration the following:

Job Characteristics – list any job characteristics that potentially contributed to placing the worker at an increased risk of violence, such as policies and procedures, working alone, travel requirements, etc.

Environmental Conditions – Consider the time of day, location of the worksite, time of year, meal time, end of shift, location that the incident took place and any other contributing environmental factors, e.g., space.

Client Characteristics - What are the risk factors related to this client that created the risk? Examples could include drug use, illness, time of year, certain visitors, etc. The idea is to list any characteristics that could have caused the incident to occur.

Situational Risk – What is the nature of the interaction – whether from a client or family member – that could have contributed to the risk of violence. Some items to consider would be improper assessment of client, and violence prevention initiatives (procedures) that were in place to deal with the client. This section includes policies and procedures. Another example of situational risk could be where the worksite is located, for example in a high crime area.

B. Incident of Violence from Worksite Exercise

Time required: 20 minutes

Take each factor that your group has identified and break it down into elements.

For example, if you have listed working alone as a risk factor, what are the elements of working alone that increases the risk?

Example

Risk factor: Working alone

Elements of risk:

- working in isolation with no communication
- walking to an isolated area
- working at night
- no ability to seek assistance
- no response from employer
- no reporting mechanism

C. Incident of Violence from Worksite Exercise

Complete the Prevention Measures Worksheet

1. Identify possible prevention measures for the risks listed in Exercise 2.

In this exercise, the purpose is not to seek out the perfect solution, but to look at all factors and develop a solution that either eliminates or reduces the risk of violence.

2. Report back

Each group will report back on the initial incident, risk factors, and the main elements of their prevention measures.

Prevention Measures Worksheet

(This is a guide only – use additional categories or additional space as needed)

1.	List risk elements from Risk Assessment Worksheet	
	What Policy Should be either changed or created?	
	What Prevention Procedures or Measures Should be in Place to Eliminate the Risk?	
	What are the Response Plans That Should be Implemented?	
	Which Worker Should be Trained and What Type of Training?	
	Notes	

2.	List risk elements from Risk Assessment Worksheet	
	What Policy Should be either changed or created?	
	What Prevention Procedures or Measures Should be in Place to Eliminate the Risk?	
	What are the Response Plans That Should be Implemented?	
	Which Worker Should be Trained and What Type of Training?	
	Notes	

3.	List risk elements from Risk Assessment Worksheet	
	What Policy Should be either changed or created?	
	What Prevention Procedures or Measures Should be in Place to Eliminate the Risk?	
	What are the Response Plans That Should be Implemented?	
	Which Worker Should be Trained and What Type of Training?	
	Notes	

Note: Identified prevention recommendations and resulting actions should be assigned and due dates for completion established and monitored. When reviewing workplace design or layout use a workplace floor plan or site plan to guide you.