

Ernst Enterprises Newsletter



WORKPLACE VIOLENCE

Are Your Employees Protected?

The recent killings at the Hartford Distributors in Manchester, Connecticut are a stark reminder that workplace violence can happen anytime. Workplace violence shocks the conscience and reminds us how vulnerable we are at work. Workplace violence can happen anywhere, and what do all the recent incidents of workplace violence have in common? They never occurred in those places before. Those businesses had no prior history of workplace violence. What is the business owner/executive to do to minimize the risk of workplace violence?

How would you answer the following six questions?

- Are your employees encouraged to report all incidents of threat or violence no matter how small or isolated?
- Do your managers know what to do if an employee reports questionable behavior by another employee?
- Do the managers and employees know what to do in the event of an emergency?
- Have managers been trained to detect early signs of potential violent behavior?
- Are your policies and procedures adequate to guide your employees and protect your business?
- Has your facility been inspected by a security expert to identify potential risks?

We recommend 6 steps that business owners/managers can take to minimize the risk of workplace violence and help safeguard your employees and business from violence.

1. Conduct a thorough assessment of your current security policies and practices. If you are not sure how to do this, obtain professional assistance.
2. Assess current skill level of managers regarding workplace violence and how to prevent it.

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3. Assess other business/facility/location/external factors that can impact security.
4. Review the findings of the assessments and build a plan to address shortcomings.
5. Implement the plan to address shortcomings.
6. Audit the results following implementation to ensure policies are followed.

The impact of violence on the workplace and your company's reputation cannot be understated. The legal exposure for the employer who has not taken reasonable and prudent steps to protect workers can be significant.

OUR ADVICE

Don't wait until you are a victim of violence before you take action.

At Ernst Enterprises we have the experience to evaluate your policies, procedures and practices, and recommend improvement. We can conduct manager training to give your managers the skills to recognize early signs of potential violence.

Ernst Enterprises has teamed up with [Quest Consultants International, LTD](#) investigative consulting. Quest is staffed by career FBI and other law enforcement personnel with significant experience in security, investigation, and protective services. This gives us the depth of knowledge and experience to provide your company with world class premises security services.

Call Dawn Bremmer today at 847/456-6334 to schedule your appointment-the first step in assessing your security risk and obtain the peace of mind knowing you have taken action to protect your employees.

Our [getHRanswers](#)® program can provide that help-desk approach to address those thorny HR issues such potential workplace safety when needed. We can provide the expertise your HR department doesn't need on a daily basis. Mention this article and receive a one-hour complimentary assessment of your HR policies and practices.

Are your computers secure? Click on [assessment](#) to take a complimentary laptop security assessment to test for yourself the security of your computers.

Sincerely,



Mark Ernst
Ernst Enterprises, LLC

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