

# State University of New York at Fredonia

Human Resources Presents:

## Workplace Violence & Domestic Violence

In the Workplace

5/19/09



# Agenda

- Why is WPV and DV a concern?
- Workplace Violence:
  - Define/Policy/Response
- Domestic Violence Policy:
  - Define/Policy/Response
- Supervisor's role
- Campus resources
- Q & A



# Workplace Violence Prevention Begins with Responsibility

All employees are responsible for:

- Creating an environment of mutual respect
- Fostering good public relations and customer service
- Giving fair and courteous treatment
- Respecting the dignity of every individual



# Workplace Violence Defined

*Any physical assault, threatening acts, acts of aggressive behavior, and/or abuse occurring in the workplace (i.e. campus buildings, campus grounds, satellite locations, university vehicles, off-campus locations considered extensions of workplace) targeted at co-workers, students, visitors, members of the public, contractors or vendors.*



# Why is WPV & DV a Concern?

- Fredonia values employees
- 1 million workers assaulted annually in WP
- Job Related Homicides are:
  - 3<sup>rd</sup> leading cause of death for all workers
  - 1<sup>st</sup> cause of occupational death for females
  - 2<sup>nd</sup> cause of occupational death for males



# Why a Concern?

- Average 2.35 days/year per employee lost due to Workplace Violence (DOL)
- Health care costs for victims of WPV and DV exceeds \$4.1 billion annually resulting in higher out-of-pocket insurance and medical costs.
- 25% women experience some level of DV; approximately 50% of NYS workforce is female.



# WPV & DV Workplace Impact

- Lost productivity
- Increased absenteeism & tardiness
- Distracted workers
- Property Damage
- Employee & Student retention
- Institutional reputation
- Decreased morale
- Fines, Lawsuits & “Agency” claims



# WP Violence Prohibited Conduct

- Acts of violence & aggression
- Physical assault
- Intimidation tactics
- Threats of violence
- Harassment
- Bullying
- Possession of a weapon ???
- Retaliation



# Responding to WPV- Supervisor's Role

- Prepare, prevent, respond, recover
- Recognize and defuse
- Promptly & accurately report to Dept. Director, UP & HR (org chart)
- Cultivate civility & collegiality
- Model positive behaviors
- Recommend EAP
- Don't be a hero



# Responding to WPV- Supervisor's Role (cont.)

- Monitor WP
- “Red Flag” behaviors/risk factors:
  - Instigator
  - Marked decline in Performance
  - Fascination with Violence
  - Socially Isolated
  - Holds Irrational Beliefs
  - Projects victimization



# DV Defined

*A pattern of coercive tactics which can include physical, psychological, sexual, economic and emotional abuse, perpetrated by one person against an adult intimate partner with the goal of establishing and maintaining power and control over the victim (Executive Order 19).*



# DV Tactics of Abuse & Control

- Physical & Sexual violence
- Emotional/psychological abuse
- Isolation, coercion & threats
- Minimizing, denying, blaming
- Using children
- Using male privilege
- Economic abuse



# DV & the WP Prevention Policy

## Policy Highlights:

- Employee Awareness
- Responsive Personnel (Dept. Director, HR, University Police, EAP Coordinator, OPDV Liaison)
- Accountability
- Documentation & Reporting
- Confidentiality



# Responding to DV-Supervisor's role

- Recognize & Responsibility:
  - Change in behavior or physical appearance
  - Increase absenteeism
  - Change in emotional/mental state
  - Decrease in performance
  - Report, respond & follow-up
    - Director, UP (PNG) & HR



# Measures to promote safe WP

- Pre-employment screens
- UP-Presence & Witness
- Access control & security cameras
- Blue Phones
- Park & Ride
- Awareness
- Policy dissemination & training
- Report, respond & follow-up



# Campus Resources

- Immediate Supervisor/Director
- HR ext.- 3434
  - <http://www.fredonia.edu/humanresources/>
- University Police ext.-3333
- Affirmative Action ext.-3358
- Union Representative
- EAP ext.-3586



Questions?

