

State University of New York at Fredonia

Human Resources Presents:

Workplace Violence Prevention & Domestic Violence In the Workplace

August 7, 2009



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 Defined

A physical assault, threatening behavior, and/or written/verbal 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.

<http://www.fredonia.edu/humanresources/policies.asp>



Why is WPV & DV a Concern?

- Fredonia values employees.
- 1 million workers assaulted annually in WP.
- Murder is 2nd highest cause of death in WP.
- Nearly 1.5 million individuals are victims of stalking.
- Health care costs for victims exceeds \$4.1 billion annually, resulting in higher insurance and medical costs.
- 25% of women experience some level of DV; approx 50% of NYS workforce is female.



WPV & DV Workplace Impact

- Lost productivity
- Increased absenteeism & tardiness
- Distracted workers
- Employee & Student retention
- Institutional reputation
- Loss of funding
- Lawsuits & “Agency” claims



WP Violence Prohibited Conduct

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



Responding to WPV- Supervisor's Role

- Recognize escalating or violent situations
- Report to Director, UP & HR
- Recommend EAP
- Defuse situation
- Don't be a hero
- Cultivate civility & collegiality
- Model positive behaviors



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

- Monitor WP
- “Red Flag” behaviors:
 - Fascination with Violence
 - Instigator
 - Socially isolated
 - Holds irrational beliefs
 - Marked decline in Performance
 - 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 (EAP Coordinator, OPDV Liaison, HR, University Police, Immediate Supervisor)
- Accountability
- Documentation & Reporting
- Confidentiality

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Responding to DV-Supervisor's role

- Recognize signs:
 - Change in behavior or physical appearance
 - Increase absenteeism
 - Change in emotional/mental state
 - Decrease in performance
 - Recommend EAP
 - 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
- Employee awareness
- Policy dissemination & training
- Report, respond & follow-up



Campus Resources

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



For more HR Policies, visit

<http://www.fredonia.edu/humanresources/policies.asp>

Questions?

