

WORKPLACE VIOLENCE



Company Name:	
Job Name:	
Date:	

Key Points

1. **Workplace violence on construction sites** can range from verbal threats to physical altercations, posing serious risks.
2. **Workers must be trained** to recognize early signs of aggression and respond appropriately.
3. **Clear communication** and respect among workers can prevent misunderstandings that might lead to violent incidents.
4. **Supervisors should enforce a zero-tolerance** policy toward workplace violence and ensure that all workers are aware of it.
5. **Workers should report** any signs of potential violence or threats to supervisors immediately.
6. **Sites should have established protocols** for handling violent situations, including emergency contacts and evacuation procedures.
7. **Creating a culture of respect** and teamwork can significantly reduce the likelihood of violence and improve overall site safety.
8. **Conflict resolution strategies** can help workers handle tense situations calmly and safely.

500

Approx number of
workplace homicides
in the US each year



Top 5 workplace violence risks...

1. **Verbal Altercations** – Misunderstandings can escalate into aggressive arguments.
2. **Physical Fights** – Disagreements can lead to physical confrontations on-site.
3. **Tool or Equipment Misuse** – Tools used as weapons during conflicts.
4. **Intimidation or Threats** – Workers may use threats to assert dominance.
5. **Harassment** – Discriminatory behavior creating a hostile work environment.



1. Am I aware of any signs of potential violence?
2. Have I observed any escalating tensions among workers?
3. Do I know how to stay calm during conflicts?
4. Is there a clear procedure for handling workplace violence?

Stay calm, report,
and never fight,
De-escalate, and do
what's right

Summary

Workplace violence on construction sites can include verbal or physical altercations. Workers should be aware of signs of aggression, communicate clearly to avoid misunderstandings, and follow established procedures for handling conflicts. Reporting threats and respecting others can help maintain a safe and respectful work environment.



OSHA provides guidelines to address workplace violence, requiring employers to implement preventive measures, especially in high-risk industries like construction. It's essential for employers to establish policies and procedures that promote safety and respect on job sites.

Key Workplace Violence Regulation

29 CFR 1926.21(b)(2) – Safety Training and Education

This regulation mandates that employers educate workers on recognizing hazards, including violence. It requires training on how to handle aggressive situations and ensures workers know the proper steps to take when violence is suspected or occurs.





ATTENDEES

WORKPLACE VIOLENCE

Print Name:	Signature:

Additional Comments: