



Risk Mitigation  
Technologies, LLC

There is no one size fits all approach to **WORKPLACE VIOLENCE PREVENTION**. You do not have a true Workplace Violence Program if yours is composed mostly of statements of zero tolerance, banned weapons on site, active shooter plan and/or required reporting of threats or violent acts. Your people will not report just because there is a workplace violence policy - they must understand why, how, what and when to report.

We are often called following a workplace violence-related incident or when there is a perceived threat, and we advise as to reasonable, prudent and cost-effective steps to take that meet your particular needs, values, culture, history, risks, vulnerabilities and budgets.

Our planning reflects your particular industry and environment. The workplace violence risks, threats and plan differ greatly in environments such as healthcare, education, manufacturing or office buildings

There are four essential facets of a proper workplace and domestic violence program, and yours should address each, including:

**Prevention**, largely addressed by employee and supervisory training and awareness, physical and procedural security measures, EAP and counseling options, appropriate workplace violence and related policies and plans, and respectful leadership

**The Mitigation and De-escalation** of threatening and otherwise potentially violent behavior, to include training employees in handling confrontational and aggressive behavior and robberies; planning for the safe handling of triggering events such as terminations, disciplines, lay-offs, refusals of service, bad news and facility closings; and an early intervention multi-disciplinary Threat Management/Assessment Team and Process to identify, address and mitigate problematic situations

**Crisis and Duress Response**, or safely responding to the actual attack or workplace violence situation including the active shooter. This includes communications, Incident Command, best response options (i.e. lockdown, evacuation or shelter in place), identifying safe rooms and shelters, security staff roles, law enforcement liaison, etc.

**Recovery**, or reasonably assuring that those affected are cared for, recurrence will not happen and reputation is protected.

We help organizations navigate their questions and issues with custom solutions for their industry, size and needs.

We are available to discuss your needs 24 hours a day, 7 days a week by calling us or emailing [Paul@riskmitigationtechnologiesllc.com](mailto:Paul@riskmitigationtechnologiesllc.com)