

WORKPLACE VIOLENCE GUIDANCE

THOSE WHO EXPERIENCE OR WITNESS WORKPLACE
VIOLENCE SHOULD TAKE APPROPRIATE ACTION.



Violence In Process or Immediate Threats - Dial 911

- Provide the dispatcher with details about perpetrator and location.
- Isolate or evacuate yourself and other people if in danger.
- Once you are safe, call **(910) 672-1455** to report the situation to Employee Relations.

Examples of Potential Threats

- Preoccupation with violence or weapons
- Confrontational, angry, unpredictable, or agitated behavior
- Frequent changes in personality, mood or behavior
- History of violent, reckless, or antisocial behavior
- Blames others; accusations of being persecuted by others
- Increased stress
- Substance Abuse

Examples of Immediate Threats

- Fighting
- Destruction of property
- Direct or veiled threats to kill/harm self or others
- Person displays a gun, knife, or other instrument that could cause harm
- Person makes a statement that they will go get a weapon
- Person is out of control by yelling, screaming, flailing arms, or throwing dangerous objects

Behaviors Prohibited by Policy

- Bullying
- Intimidation
- Stalking
- Threats
- Physical Attacks
- Property Damage
- Domestic and/or Family Violence

Preventive Actions

- Communicate this guidance to all supervisors and employees.
- Train all supervisors on the warning signs of workplace violence.
- Set the expectation that all acts of workplace violence must be reported.

For More Information



Counseling available:
ComPsych Employee Assistance Program
(24-hour service): **866-465-8933**



Visit HR Website: <http://hr.unc.edu>
Employee Assistance Program (uncfsu.edu)

REPORT WORKPLACE VIOLENCE TO HUMAN RESOURCES

(910) 672-1455

***Provide details about behaviors, statements,
or actions that raise concerns.***