

Workplace violence and security solutions

Prevent — Promote — Protect



Why focus on workplace violence and security?

Workplace violence, in the form of bullying and incivility, has a detrimental effect on mental health, employee morale, recruitment, retention, and the facility reputation. Left unchecked, bullying and incivility can erupt into physical assaults at work, injuries, lawsuits and even death. Episodes of workplace violence like these have been documented as a contributing factor in many active assailant events.

Several key pieces of regulation and legislation have been enacted and designed to help prevent workplace violence, advance safety in the workplace, and promote a healthier workforce. Beyond regulation, employers are struggling with the high cost of injury claims and retaining a vital workforce, especially when employees feel insecure about their personal safety in the workplace.

What can we do to help prevent workplace violence that can sometimes lead to an active assailant event?

WTW offers a systematic approach to address workplace violence and security needs designed to **prevent, promote, and protect** you with the following services:

*International Standard 45003: Occupational health and safety management — Psychological health and safety at work-Guidelines for managing psychosocial risks.

Prevent harm

Prevent adverse events with assessment and analytics to define your security strategy

- **Workplace violence program audit**
This workplace violence compliance audit, is designed to address compliance, and also support California SB 553.
- **Security Management Assessment (SMA)**
A detailed review of your current security management process, procedures, and support mechanisms. This includes a comprehensive analysis and recommendations of your current profile against nationally recognized security management standards.
- **Physical Security Assessments (PSA)**
Conducted on site to evaluate physical protection systems and vulnerabilities. This includes a multi-sourced, site specific statistical crime analysis report of criminal activity in your region.
- **Psychological safety audit**
This is an onsite audit to measure your current program against best practice and ISO 45003¹.

Promote safety

Promote safety with expanded educational resources

- **Workplace safety series**

- **Part 1 — Psychological Safety** session introduces a framework to adopt psychological safety within the organization. You receive a psychological safety score and recommendations to address the culture of incivility and bullying that impacts workplace violence, recruitment, retention, and employee satisfaction.
- **Part 2 — De-escalation** session with scenario training to advance communication and personal safety skills before a situation erupts into violence.
- **Part 3 — Active assailant** educational session designed to promote awareness and instruct employees on personal safety when there is an active assailant threat.

- **Active assailant workshops — 2 options**

- **Option 1** — Interactive classroom session to review the active assailant profile, red flag behavior, and what to do in the event of an on-site assailant.
- **Option 2** — On-site training drill to assess facility response when an intruder is on the premises.

- **E-Learning and video library**

Our educational series content can be delivered as SCORM compliant modules for your Learning Management System or as part of a video library for learning enhancement. The learning modules and videos are accessible via computers, tablets, and smart phones.

Protect assets

Protect your assets and contain cost associated with potential losses with our sustainment services

- **Claims analytics**

We analyze your workers' compensation, general liability, property damage claims to determine frequency and cost related to physical and psychological injuries associated with workplace violence events.

- **Monthly reviews**

Working with your safety and risk team to review progress and challenges.

- **Ongoing support**

Our team of safety, security and risk professionals are here to help.





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Additional WTW information on psychological safety and workplace violence can be found at:

- [Adverse Event Consulting](#)
- [Connecting the dots between psychological safety and the mental health crisis](#)
- [WTW Video Coaching preview and purchase](#)

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