

A S I S I N T E R N A T I O N A L

## Workplace Violence Prevention and Intervention

ASIS/SHRM WVPI.1-2011

# AMERICAN NATIONAL STANDARD



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ASIS/SHRM WVPI.1-2011

an American National Standard

# WORKPLACE VIOLENCE PREVENTION AND INTERVENTION

Approved September 2, 2011

**American National Standards Institute, Inc.**

**ASIS International and the Society for Human Resource Management**

## **Abstract**

This Standard provides an overview of policies, processes, and protocols that organizations can adopt to help identify and prevent threatening behavior and violence affecting the workplace, and to better address and resolve threats and violence that have actually occurred. This Standard describes the personnel within organizations who typically become involved in prevention and intervention efforts; outlines a proactive organizational approach to workplace violence focused on prevention and early intervention; and proposes ways in which an organization can better detect, investigate, manage, and – whenever possible – resolve behavior that has generated concerns for workplace safety from violence. The Standard also describes the implementation of a Workplace Violence Prevention and Intervention Program, and protocols for effective incident management and resolution.

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ASIS International and the Society for Human Resource Management collaborated in the development of the *Workplace Violence Prevention and Intervention* Standard.

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### *Commission Members*

Jason L. Brown, Thales Australia

Charles A. Baley, Farmers Insurance Group, Inc.

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Steven K. Bucklin, Glenbrook Security Services, Inc.  
John C. Cholewa III, CPP, Mentor Associates, LLC  
Cynthia P. Conlon, CPP, Conlon Consulting Corporation  
Michael A. Crane, CPP, IPC International Corporation  
William J. Daly, Control Risks Security Consulting  
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F. Mark Geraci, CPP, Purdue Pharma L.P., Chair  
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Marc H. Siegel, Ph.D., Commissioner, ASIS Global Standards Initiative  
John E. Turey, CPP, ITT Corporation  
Roger D. Warwick, CPP, Pyramid International

At the time it approved this document, WVPI Standards Committee, which is responsible for the development of this Standard, had the following members:

### *Committee Members*

**Committee Chair:** Rebecca A. Speer, *Esq.*, Speer Associates

**ASIS Commission Liaison:** Michael Crane, IPC International Corp.

**ASIS Commission Liaison:** Eugene Ferraro, Business Controls Inc.

**Committee Secretariat:** Sue Carioti, ASIS International

**Committee Secretariat:** Lee Webster, Society for Human Resource Management

Dawn Adams, PHR, HResults  
Deborah Aebi, McPherson Organization Consultants, LLC  
Sean Ahrens, CPP, Aon Risk Solutions' Global Risk Consulting Practice  
Rachel Andrews, Shooting Star Inc.  
Lisa Atchison, Barnes Aerospace  
Don Aviv, CPP, PSP, PCI, Interfor Inc.  
Pradeep Bajaj, OSSIM  
Colin Baldwin, Sustainability  
Charles Baley, Farmers Insurance Group, Inc.  
Jay Beighley, CPP, Nationwide Insurance  
Lawrence Berenson, CPP, Independent Consultant  
Celeste Bethell Purdie, SPHR, Verizon Wireless  
Daniel Bierman, PSP, CPP, Whitman, Requardt & Associates LLP  
Dennis Blass, CPP, PSP, CFE, CISSP, Children's of Alabama  
Bruce Blythe, Crisis Management International  
John Boal, CPP, PCI, University of Akron  
Mark Borchers, CPP, Germanna Community College  
Judy Botelho, Cisco Systems

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Jerry Brennan, Security Management Resources, Inc.  
Doyle Burke, CPP, Volkswagen Group of America, Inc.  
Rajiv Burman, Change2Succeed  
Robert Capwell, Employment Background Investigations, Inc.  
Edward Casey, CPP, Cincinnati Children's Hospital  
Nick Catrantzos, CPP, Metropolitan Water District  
James Cawood, CPP, PCI, PSP, Factor One  
Wen Wei Chow, Coast Foundation Society  
Renee Conmy, Apple Inc.  
Dan Consalvo, CPP, State Farm Insurance  
Bill Cooper, T-Mobile  
Andrea Corbett, Black & Decker HHI  
Hugues Costes, ArcelorMittal  
George Cramer, PCI, Hewlett Packard  
Ali Dalipi, Jimlar Corporation  
Deborah DeBoer, Greater Atlanta Christian School  
Philip Deming, CPP, Philip S. Demining & Associates  
Kort Dickson, Perdue Farms Incorporated  
David Duda, CPP, PSP, Newcomb & Boyd  
Jodie Eddleston, Accenture  
Cheryl Elliott, CPP, PCI, Emory Police  
Nancy Ellis, PetSmart  
Todd Faubion, Pinnacol Assurance  
Deborah Fenner, Independent Consultant  
Amira Galin, Tel-Aviv University  
Scott Gane, CPP, Gane Security Solutions, LLC  
Rajashi Ghosh, Drexel University  
Kathy Goodin-Mitchell, BA, MS, SPHR, Promotional Products Association International  
Melanie Graham, Independent Consultant  
Bernard Greenawalt, CPP, Securitas Security Services USA, Inc.  
Jose Grimá, Hewlett Packard  
Jeffrey Grossmann, St. John's University  
Steven Gutierrez, Holland & Hart, LLP  
Michael Hale, Florida Department of Health  
Angie Hamlet, Primary Care Education  
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William Hay, CPP, BASF  
Joyce Heames, West Virginia University  
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Sarah Hodes, Staples  
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Ebony Howell, Manheim

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Diane Huberman Arnold, Ph.D., Sprott School of Business, Carleton University

Sherri Huntley, CH2M Hill

Timothy Janes, CPP, Capital One

Celia Jarvis, Northrop Grumman Corporation

Ed Kardauskas, CPP, PSP, PCI, Excaliber Security Services LLC

Denise Kay, Esq., SPHR, Employment Practices Solutions, Inc.

Jodi Kellerhals, STMicroelectronics

Christian Kiewitz, University of Dayton

Glen Kitteringham, CPP, Kitteringham Security Group Inc.

Don Knox, CPP, Caterpillar

Ronald Lander, CPP, Ultrasafe Security Solutions

Ann Larson, The Evangelical Lutheran Good Samaritan Society

Bryan Leadbetter, CPP, Bausch & Lomb

Victoria Leighton, Avanade, Inc

Mark Lies, Seyfarth Shaw LLP

James Lukaszewski, The Lukaszewski Group Inc.

Virginia MacSuibhne, Roche

Rick Maltz, The Maltz Group

William Martin, DePaul University

Ronald Martin, CPP, US Department of Health and Human Services

Richard McClintock, Independent Consultant

Kathleen McComber, University Of Arkansas for Medical Sciences

Dru Meier, HRS&S Consulting, LLC

Reid Meloy, A Forensic Psychological Corporation

Michael Melton, El Paso Corporation

Owen Monaghan, CPP, New York City Police Department

Dante Moriconi, PSP, CPP, L-3 Communication Systems

Stephen Morrow, CPP, JP Morgan Chase

Cecelia Muir, Pinnacol Assurance

James Murray, CPP, HCM-Strategies

James Neblett, Chapman University

Douglas Nelson, Emergency Management & Safety Solutions

Barry Nixon, National Institute for Prevention of Workplace Violence, Inc.

Alan Nutes, CPP, Newell Rubbermaid

Augustine, Onyeka Okereke, CPP, Statoilhydro Nig. Ltd

Pamela Paziotopoulos, Paziotopoulos Group, Ltd

Daniel Phillips, PSP, NAVSEA NUWC Keyport

James Potter, 360-Violence Prevention

Jacqueline Power, Odette School of Business

Theresa Preg, LexisNexis

Patrick Prince, Prince & Phelps Consultants

Joseph Rector, CPP, PSP, PCI, US Air Force/11th Security Forces Group

James Reidy, Sheehan Phinney Bass & Green, PA

Joseph Ricci, Ricci Communications



## ASIS/SHRM WVPI.1-2011

Thomas Rohr, Sr., CPP, Carestream Health, Inc.  
Frank Rudewicz, CPP, Marcum LLP  
Eugene Rugala, Eugene A. Rugala and Associates LLC  
Jimmy Salinas, AT&T  
Mario Scalora, University of Nebraska  
Audra Schroder, Federal Express  
Michael Severin, Securitas at Cisco  
Nancy Dailey Slotnick, SPHR, GPHR, Setracon, Inc.  
Jeffrey Slotnick, PSP, CPP, Setracon, Inc.  
Austin Smith, Department of Homeland Security  
Rachel Solov, San Diego District Attorney's Office  
Jim Sonntag, Honeywell International  
Denise Stoneburner, CPP, ConocoPhillips  
Tim Sutton, CPP, Securitas Security Services  
Johnathan Tal, TAL Global Corporation  
Paul Tanner, Fidelity Investments  
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Jay Thomas, Pacific University  
John Turey, CPP, ITT Corporation  
Teresa Twomey, Effectiveness Alliance  
David Van Fleet, Arizona State University  
Ella Van Fleet, Professional Business Associates  
Shawn VanSlyke, FBI  
Julie Vitorelo, Securitas Security Services  
Tony Webster-Smith, Sustainability  
Robert Weronik, CPP, Alexion Pharmaceuticals, Inc.  
April White, AT&T Communications  
Stephen White, Ph.D., Work Trauma Services, Inc.  
Paige Wolf, George Mason University  
Michele Yoder, Madison System Solutions - FBI Headquarters  
Jeffrey Zwirn, CPP, IDS Research & Development, Inc.

### *Working Group Members*

**Working Group 1 Chair:** George Cramer, PCI, Hewlett Packard  
**Working Group 2 Chair:** Charles Baley, Farmers Insurance Group, Inc.  
**Working Group 3 Chair:** Virginia MacSuibhne, Roche  
**Working Group 4 Chair:** Denise Stoneburner, CPP, ConocoPhillips  
**Working Group 5 Chair:** Pamela Paziotopoulos, Paziotopoulos Group, Ltd  
**Working Group 6 Chair:** Shawn VanSlyke, FBI

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Dawn Adams, PHR, HResults  
Deborah Aebi, McPherson Organization Consultants, LLC  
Sean Ahrens, CPP, Aon Risk Solutions' Global Risk Consulting Practice  
Pradeep Bajaj, OSSIM  
Celeste Bethell Purdie, SPHR, Verizon Wireless  
Daniel Bierman, PSP, CPP, Whitman, Requardt & Associates LLP  
Dennis Blass, CPP, PSP, CFE, CISSP, Children's of Alabama  
Bruce Blythe, Crisis Management International  
John Boal, CPP, PCI, University of Akron  
Doyle Burke, CPP, Volkswagen Group of America, Inc.  
Edward Casey, CPP, Cincinnati Children's Hospital  
Nick Catrantzos, CPP, Metropolitan Water District  
James Cawood, CPP, PCI, PSP, Factor One  
Dan Consalvo, CPP, State Farm Insurance  
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David Duda, CPP, PSP, Newcomb & Boyd  
Cheryl Elliott, CPP, PCI, Emory Police  
Kathy Goodin-Mitchell, BA, MS, SPHR, Promotional Products Association International  
Melanie Graham, Independent Consultant  
Steven Gutierrez, Holland & Hart, LLP  
Beth Howell, General Dynamics Land Systems  
Diane Huberman Arnold, Ph.D., Sprott School of Business, Carleton University  
Celia Jarvis, Northrop Grumman Corporation  
Ed Kardauskas, CPP, PSP, PCI, Excaliber Security Services LLC  
Denise Kay, Esq., SPHR, Employment Practices Solutions, Inc.  
Christian Kiewitz, University of Dayton  
Glen Kitteringham, CPP, Kitteringham Security Group Inc.  
Don Knox, CPP, Caterpillar  
Ronald Lander, CPP, Ultrasafe Security Solutions  
Bryan Leadbetter, CPP, Bausch & Lomb  
Mark Lies, Seyfarth Shaw LLP  
James Lukaszewski, The Lukaszewski Group Inc.  
Rick Maltz, The Maltz Group  
Richard McClintock, Independent Consultant  
Dru Meier, HRS&S Consulting, LLC  
Michael Melton, El Paso Corporation  
James Murray, CPP, HCM-Strategies  
Barry Nixon, National Institute for Prevention of Workplace Violence, Inc.  
Daniel Phillips, PSP, NAVSEA NUWC Keyport  
Patrick Prince, Prince & Phelps Consultants  
Joseph Rector, CPP, PSP, PCI, US Air Force/11th Security Forces Group  
James Reidy, Sheehan Phinney Bass & Green, PA

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Thomas Rohr, Sr., CPP, Carestream Health, Inc.  
Frank Rudewicz, CPP, Marcum LLP  
Eugene Rugala, Eugene A. Rugala and Associates LLC  
Jimmy Salinas, AT&T  
Nancy Dailey Slotnick, SPHR, GPHR, Setracon, Inc.  
Jeffrey Slotnick, PSP, CPP, Setracon, Inc.  
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Teresa Twomey, Effectiveness Alliance  
David Van Fleet, Arizona State University  
Ella Van Fleet, Professional Business Associates  
Julie Vitorelo, Securitas Security Services  
April White, AT&T Communications  
Stephen White, Ph.D., Work Trauma Services, Inc.

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# Workplace Violence Prevention and Intervention

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## 1 SCOPE OF THE STANDARD

This Standard provides an overview of policies, processes, and protocols that organizations can adopt to help identify and prevent threatening behavior and violence affecting the workplace, and to better address and resolve threats and violence that have actually occurred. This Standard describes the personnel within organizations who typically become involved in prevention and intervention efforts; outlines a proactive organizational approach to workplace violence focused on prevention and early intervention; and proposes ways in which an organization can better detect, investigate, manage, and -- whenever possible -- resolve behavior that has generated concerns for workplace safety from violence. In particular, the Standard discusses the implementation of a Workplace Violence Prevention and Intervention Program, and protocols for effective incident management and resolution.

This Standard is meant to serve as a tool and resource that organizations of any size can use to evaluate, develop, and implement policies, structures, and practices related to workplace violence. The requirements and recommendations remain at a generic level, with the expectation that organizations undertaking to implement prevention and intervention strategies will integrate specificity and detail as appropriate for their organization.

The Standard reflects a majority consensus among professionals from disparate disciplines (including security, human resources, mental health, law enforcement, and legal arenas) regarding practices viewed as effective, recommended, and – in some cases – essential through work in this field. In many ways, this Standard will help organizations to discharge important legal responsibilities related to their need to maintain a safe workplace; it is not intended, though, to set or define new legal obligations.

This Standard is applicable to any organization that chooses to establish, implement, maintain, and improve upon:

- (1) A Workplace Violence Prevention and Intervention Program.
- (2) A Threat Management protocol.
- (3) Practices that can assist the organization in effectively managing post-incident issues.

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## 2 NORMATIVE REFERENCES

The following documents contain information which, through reference in this text, constitutes foundational knowledge for the use of this American National Standard. At the time of publication, the editions indicated were valid. All material is subject to revision, and parties are encouraged to investigate the possibility of applying the most recent editions of the material indicated below.