



Office of the Chief Secretary
Occupational Safety and Health Department



Workplace VIOLENCE

What is workplace violence?

Workplace violence is any act or threat of physical violence, harassment, intimidation, or other threatening, disruptive behavior that occurs at the worksite. It ranges from threats and verbal abuse to physical assaults and even homicide.

What are the types of work place violence?

Threatening Behaviour

Threatening behavior is intentional behavior which would cause a person of ordinary sensibilities fear of injury or harm. For example, it can include acts of aggression such as yelling at a colleague, pounding on desks, slamming doors, blocking or cornering, and sending threatening voice-mails, to someone.

Verbal Abuse

Verbal abuse can be described as the use of negative statements or words that can cause harm to the person being spoken to or about.

Harassment

Harassment is unwelcome conduct that is based on race, colour, religion, sex including pregnancy), national origin, age, disability or genetic information.

Physical Abuse

Physical abuse can be defined as a physical force of violence between two or more individuals with the intention of inflicting physical pain and bodily injury. For example, hitting, punching, kicking, pushing, burning, choking, biting and strangling a person.

How can workplace violence hazards be reduced?

1. Develop and implement a zero tolerance policy for workplace violence.
2. Provide training for staff on workplace violence.
3. Assess workplaces by conducting risk assessments to identify control measures to reduce the risk of work place violence occurrences.



Occupational Safety and Health Department

D Colosseum Building II Cor. Airport
Bypass & Milford Road, Crown Point



osh@tha.gov.tt



639-3421 Ext. 5400 or 5401