

CONSULTING SERVICES

VIOLENCE RISK ASSESSMENT & MANAGEMENT SERVICES



Depending on where we work and what part of the world we live in, we're inclined to think violence doesn't happen in our workplaces. Surprisingly that's not the case. It's more widespread than we might think. So much so that the United Nations has paid attention to it for decades, and when we understand the definition of workplace violence we can see it deserves all the attention it requires.

Workplace Violence is defined as *any actual, attempted or threatened physical harm of an employee or the employee's family, friends or property.*

It's a broad definition and requires a second reading. Whenever you are concerned for or hear about a threat to an employee's physical safety, it requires a response.

ProActive ReSolutions has for over two decades provided the world's leading response to threats of workplace violence via our Violence Risk Assessment and Management services. By utilizing our services, you receive expert support ensuring everything possible is done to maintain employee safety in the face of a potential risk of violence.

These services are predicated on empirically validated processes and structured professional judgement instruments, and include the following activities:

- Collecting relevant information and identifying critical gaps.
- Conducting interviews of all parties.
- Compiling and analysing information using our standardized instruments.
- Identifying relevant and specific risk factors.
- Assessing the nature and level of risk.
- Identifying likely risk scenarios.
- Identifying appropriate management strategies.

- Providing a written report of our final findings and recommendations.

Once the nature and extent of the specific risks of violence have been determined, and appropriate strategies identified through completion of the Violence Risk Assessment process, we focus explicitly on preventing escalation to violence, or the repeat of any actual violence, and on minimizing associated harm on a case-by-case basis. Depending on the circumstances, Violence Risk Management Services can include:

- Developing a practical and effective Violence Risk Management Plan, incorporating current best principles that allow us to address the discrete risk factors.
- Supporting you as you implement the Violence Risk Management Plan.
- Liaising with your internal and external advisors. (i.e., Human Resources, employment relations advisors, legal counsel, Occupation Health & Safety advisors, security advisors).
- Liaising with external agencies (i.e., police, community mental health agencies).
- Liaising with other stakeholders when appropriate (such as unions).
- Attending and providing active support in meetings and interviews with relevant individuals (i.e., potential perpetrators of violence; or potential targets of violence).

About ProActive ReSolutions

As pioneers and leaders in Building and maintaining High Performing teams, ProActive ReSolutions has been providing consulting and training solutions to global clients across multiple verticals since 2000.

