

# Ensure you can identify workplace violence

Workplace violence and harassment includes more than just physical acts. Ensure you know what to look for.



## Threatening behaviour

This type of violence is intended to make you afraid for your safety or the safety of others. It can include:

- Physical intimidation
- Verbal intimidation
- Intimidation through electronic sources (e.g., email)
- Throwing objects
- Property destruction
- Direct and indirect threats



## Physical attacks

This type of violence is what most people picture when they think of workplace violence. It can include:

- Hitting
- Pushing
- Kicking
- Punching
- Slapping
- Grabbing
- Throwing things at someone
- Immobilizing someone



## Abusive statements

This type of harassment generally targets a single person, or a select group of people. It can be verbal or non-verbal, including being written on lockers, graffitied on walls, written in a note in someone's belongings, emailed, texted, or sent out through social media. It can include statements that are:

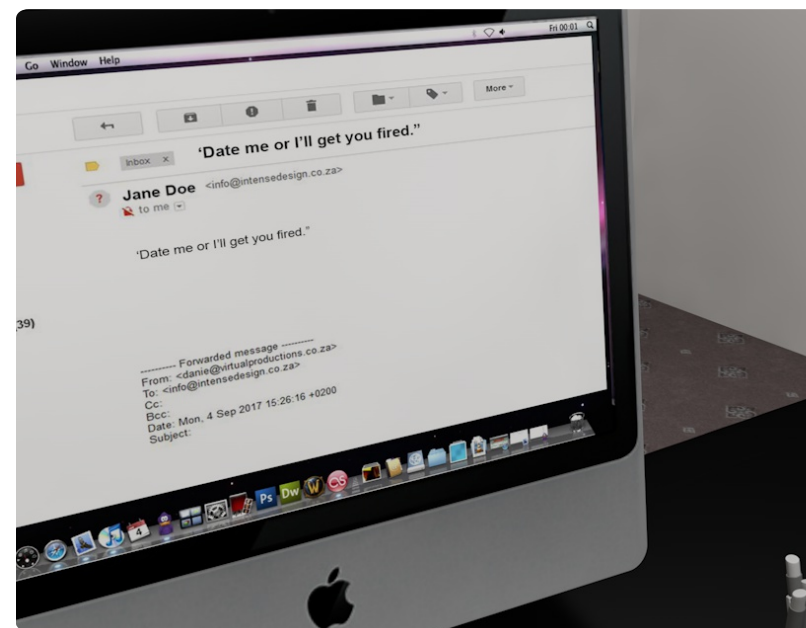
- Derogatory, insulting, or demeaning
- Racist, sexist, ableist, ageist, or homophobic



## Coercion

This type of violence is generally non-aggressive. It's used to manipulate and influence people to accede to actions, decisions, and behaviours they normally would not do, it may lead to a person being manipulated into:

- Going against company policy
- Doing something illegal
- Doing something immoral
- Doing something inappropriate within the workplace



## Harassment

These behaviours are meant to induce fear and are considered coercive. Any unwelcome contact, either verbal, physical, or electronic, which can include:

- Come-ons
- Crude statements
- Touching
- Fondling
- Hugging
- Stalking
- Phoning
- Sending packages



Protect yourself and others.

Don't let these behaviours go unreported.

Know what to look for, so you know how to respond.

