

WORKPLACE VIOLENCE ASSESSMENT GUIDELINES (RE-VIEW)

The following series of questions may be used as a guide in workplace violence assessment deliberations after a reported incident of staff workplace violence. They are grouped into five categories, generally arranged from most to least important in terms of judging potential threat, using the acronym, RE-VIEW. The first category of questions concerns the reported incident; the remaining questions pertain to the individual(s) accused of the alleged threatening or violent behavior.

The questions are guidelines only and do not necessarily constitute an exhaustive list of relevant factors to consider in every incident of staff workplace violence.

▪ **REPORTED INCIDENT**

- Severity
 - Did any staff member or other person(s) suffer actual physical harm?
 - How much potential danger/harm was the staff member exposed to?
 - Did the staff member or others feel threatened or in danger?
- Motivation
 - What precipitated or "triggered" this incident?
 - Are the same or similar triggers likely to reoccur?
- Aftermath
 - Has the original precipitant or situation been resolved?
 - Do all parties agree that the situation is resolved?
 - Does the individual(s) accused of the threatening or violent behavior continue to exhibit threatening or violent behavior?
 - Do any staff members or others continue to feel threatened or in danger?

▪ **VIOLENCE HISTORY**

- Is there any evidence of previous violence or threatening behavior, either on or off the job?
- Frequency/Recency/Severity
 - How often has violent or threatening behavior occurred?
 - Has violent or threatening behavior occurred recently?
 - Did past violence result in actual physical harm to others?
- How much potential danger or harm were others exposed to?
- Do others continue to feel threatened or in danger?
- Target(s)?
 - Who or what were the "target(s)" of previous violent or threatening behavior?
 - Do the same or similar target(s) exist in the work environment?

- If yes, does the individual(s) accused of the alleged threatening or violent behavior exhibit threatening or violent behavior in relation to the target(s)?
- Motivation
 - What precipitated or "triggered" past violent behavior?
 - Are the same or similar triggers likely to (re)occur in the work environment?
 - Is there any reason or evidence to suggest that past triggers are no longer relevant?
- **INDIVIDUAL FACTORS**
 - Is there any evidence of alcohol or other substance abuse?
 - Is the individual known to be preoccupied with weapons or other violent "themes"?
 - Is there any evidence of a past or present psychiatric condition?
 - Has there been a recent, abrupt change in the individual's behavior?
 - Does the individual
 - tend to think that they are treated unfairly?
 - tend to blame others, hold grudges, or brood?
 - tend to display moral righteousness/indignation?
- **ENVIRONMENTAL FACTORS**
 - Are there any known stressors or negative changes in the individual's life?
 - Is quality social support (friends, family) available?
 - If available, does the individual tend to rely on the support of others?
- **WORK PERFORMANCE/CONDUCT**
 - Do other interpersonal difficulties or conflicts with coworkers or supervisors exist?
 - Do other performance or conduct problems exist?
 - Have there been any previous investigations or adverse actions taken against the individual?
 - Does the individual have poor work habits or a "negative" attitude?

(R 08/23)