

Workplace violence and harassment is a serious issue that impacts companies agnostic of size, revenue, industry, or geography. Workplace violence and harassment **pose risks** to your organization and can lead to **significant costs**, i.e. multi-million-dollar lawsuits, expensive medical injuries, alcohol and substance abuse, and mental health concerns.

## Understanding Workplace Violence and Harassment

### What are the types of workplace violence or harassment?

#### Workplace Violence

1. Criminal Intent
2. Customer/client
3. Worker on Worker
4. Personal Relationship

[\\* National Institute for Occupational Safety and Health](#)

#### Workplace Harassment

Unwelcome conduct based on:  
Race, Color, Religion, Sex  
(including pregnancy), National  
origin, Age (40 or older), Disability  
or genetic information

[\\* U.S. Equal Employment Opportunity Commission](#)

### What are the signs of possible workplace violence or harassment?

#### Warning Signs of Possible Future Violence:

1. Excessive use of alcohol or drugs
2. Unexplained absenteeism, change in behavior
3. Depression, withdrawal or suicidal thoughts
4. Resistance to changes at work or persistent complaining about unfair treatment
5. Violation of company policies
6. Emotional responses to criticism, mood swings
7. Paranoia

[\\* National Safety Council](#)

#### Warning Signs of Harassment:

1. Offensive jokes, slurs, epithets or name calling
2. Physical assault or threats
3. Intimidation
4. Offensive objects or pictures
5. Interference with work performance
6. Excessive and unnecessary emailing, messaging or phone call

[\\* U.S. Equal Employment Opportunity Commission](#)

### What can I do about Workplace Violence or Harassment?

Use LiveSafe to report incidents or concerns of possible workplace harassment or violence.



You can even submit the report anonymously.  
Your report will get to the right people who can respond appropriately.