Speak Up Against Workplace Violence

Although we may not always be able to predict when a stressful situation will occur, we can reduce the odds of workplace violence by understanding how to recognize and report an event. Remember, threatening behavior is NOT “part of the job.”

**Know the Signs**
- Physical or verbal abuse
- Intimidation, manipulation and bullying
- Sexual assault and harassment
- Threats of physical assault or homicide
- High score on Broset Violence Checklist

**Be Proactive and Take Action**
- Remove yourself from danger, call Security
- Take any necessary protective actions to ensure your safety and the safety of coworkers, patients and visitors
- If safe to do so, attempt to de-escalate the situation using your Mandt training.
- Report all incidents to a manager and complete an UMMSAFE (Event type: Safety/Security/Patient Behavior).

**You’re Not Alone — Seek Help**
- Department supervisor or manager
- Resilience in Stressful Events (RISE) Program Pager #12602
- Employee Assistance Program (EAP) Contact 1-667-214-1555
- Carebridge 1-800-437-0911
- Human Resources Business Partner (HRBP) Contact via HR Connections Online or 1-855-486-6747
- Corporate Compliance 410-328-4141

Learn more about the Workplace Violence Prevention and Response Policy on the UMMC Insider.