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 at 8-8711.
  - Take any necessary protective actions to ensure your safety and the safety of coworkers, patients and visitors.
  - For patient care areas, activate the Behavioral Emergency Response Team (BERT) at 8-8711.
  - 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
  - Human Resources Business Partner (HRBP) 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.