

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

