Workplace Violence

Provided by Curt Speck, President Safety Resources Company of Ohio and SCSC Steering Committee Member

Recognizing & Preventing Workplace Violence

OSHA defines workplace violence as any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. It ranges from threats and verbal abuse to physical assaults and even homicide. It can affect and involve employees, clients, customers and visitors.

Types of Workplace Violence

I. Criminal Intent: The perpetrator has no legitimate business relationship to the workplace and usually enters the affected workplace to commit a robbery or other criminal act.

II. Customer/client: The perpetrator is either the recipient or the object of a service provided by the affected workplace or the victim. The assailant may be a current or former client, patient, customer, passenger, criminal suspect, inmate, or prisoner.

III. Co-worker: The perpetrator has some employment-related involvement with the affected workplace. Usually this involves an assault by a current or former employee, supervisor or manager.

November 14, 2019

“The Safety Illusion” Are you truly safe or is it just an illusion?

Kyle E. Weygandt LSP - MSA Safety / OSHA Compliance Coordinator Just The F.A.C.T.S. LLC

November Spotlight Co.

Arrow Passage Recovery is a private dual diagnosis substance abuse treatment center located in Massillon. When individuals enter into our program, they are walking into a beautifully decorated, upscale home-like setting located on 8 acres of land. Certified through the Joint Commission and OhioMHAS, our team of licensed, professional, chemical dependency staff are available to reduce the impacts drug and alcohol abuse have in the workplace. At APR, our mission is to provide the highest quality, family, and community oriented chemical dependency treatment program. We place significant emphasis on rebuilding lives through:

- Inpatient programming
- Partial Hospitalization
- Intensive Outpatient
- Outpatient Therapy
- Holistic therapeutic programming

844.80.ARROW
www.arrowpassage.com
IV. Personal relationship: The perpetrator is someone who does not work there but has or is known to have had a personal relationship with an employee.

Identifying Risk Factors
- Working with people that are violent, addicted to drugs and alcohol, or gang members.
- Patients or relatives of patients in health care.
- Working alone in a facility or a home.
- Poor workplace design that blocks employee vision or prevents safe escape.
- Poorly lit rooms, hallways, parking areas, or other areas.
- Little or no means of emergency communication.
- High crime areas and access to many types of weapons.
- Lack of staff training for recognizing and managing escalating hostility.
- Working understaffed and high worker turnover.
- Inadequate security and unrestricted movement of the public.
- Perception - the idea that violence is tolerated & victims will not report incident or press charges.

Prevention Programs
The building blocks for developing an effective workplace violence prevention program include:
- Management commitment and employee participation.
- Worksite analysis.
- Hazard prevention and control.
- Safety and health training.
- Record-keeping and program evaluation.

Know the Warning Signs
Generally, any behavior that makes employees uncomfortable or leaves them feeling intimidated is cause for concern. These behaviors include being disruptive, aggressive and hostile as well as exhibiting prolonged anger, holding grudges, being hypersensitive to criticism, blaming others, being preoccupied with violence and being sad for a long period of time. Experts say what begins as sadness can lead to depression and suicide. Individuals who are contemplating suicide might think about taking their lives and the lives of others as well.

There are other signs for concern too; a friendly and outgoing person that becomes quiet and disengaged, people who experience a loss, a death, a reprimand, financial trouble, a layoff or termination, people who are the victims of stalking or domestic violence. Their personal lives might put their colleagues at risk.

There is no one-size-fits-all plan for employers to download and implement. Every employer needs a plan tailored to its particular circumstances and considers company culture, physical layout, resources, management styles and other factors. Contact your safety professional for assistance in developing your plan.
Autumn Health & Safety Tips

Test Fire and CO Alarms
Fall is a great time of year to ensure that fire and CO alarms are powered and working properly. Fire deaths are much more common in homes without working alarms. CO is odorless and invisible, so an alarm is essential.

Be Safe When Trick or Treating
Top tips include:
1. Go out in groups or with a parent.
2. Only eat wrapped, store-bought treats.
3. Be alert when crossing streets. Use cross walks and obey walk signals.
4. Look for Real Pumpkins if your kids have allergies. These signal houses with treats that are safe for children with common food allergies, such as peanuts.

Don’t Fall For Flu Myths
The Truth:
1. Antibiotics cannot cure the flu because it’s a viral infection.
2. There is no cure for the flu. The best offense is a good defense - get a flu shot!
3. Good hygiene is also one of the best ways to prevent the flu: wash your hands and cover your mouth when you sneeze or cough.

Beware of Zombies!

Think About Your Indoor Air Quality
1. Consider indoor house plants like Aloe Vera or Bamboo Palm that may naturally improve your home’s air.
2. Look for low VOC products when buying cleaning supplies or painting materials. This helps reduce the buildup of harmful compounds in your house.
3. Consider controlled, whole-home air purification and ventilation before you close your house up for the winter.

Safety Tip of the Month
Provided by Troy Manion, Safety Director, Hilscher-Clarke & Vice Chair SCSC Steering Committee

Aprilaire®
Q: Our company frequently moves materials on carts and manual pallet jacks. Should we be concerned with the amount of force that an employee must exert to push or pull these items?

A: Yes, pushing and pulling tasks do present a risk of a workplace injury to the low back and shoulders. OSU published an objective set of guidelines for pushing and pulling that was funded by BWC. These guidelines set limits of push and pull forces and are expected to be protective of both the low back and shoulders. BWC published this information on our website and contains a web interface to estimate biomechanical risk of a push/pull task. All you need is a force gauge and a tape measure to get started. If you need help, contact your BWC Ergonomist. They will come to your worksite to measure the push/pull forces and determine if the biomechanical risk is within the guidelines to protect your workforce from a low back or shoulder injury. To learn more and to use the web interface, go to https://www.bwc.ohio.gov/employer/programs/safety/PushPullGuide/PushPullGuide.aspx.
Takata Airbag Recall:  
**Everything You Need to Know**  
*Provided by Mark Cush, Safety Director, Young Trucks & Stark County Safety Council Steering Committee Member*  
*Source: Consumer Reports*

Vehicles made by 19 different automakers have been recalled replacing frontal airbags on the driver’s side or passenger’s side, or both in what NHTSA has called "the largest and most complex safety recall in U.S. history." The airbags, made by major parts supplier Takata, were mostly installed in cars from model year 2002 through 2015. Some of those airbags could deploy explosively, injuring or even killing car occupants.

At the heart of the problem is the airbag’s inflator, a metal cartridge loaded with propellant wafers, which in some cases has ignited with explosive force. If the inflator housing ruptures in a crash, metal shards from the airbag can be sprayed throughout the passenger cabin—a potentially disastrous outcome from a supposedly life-saving device.

NHTSA has determined the root cause of the problem: airbags that use ammonium nitrate-based propellant without a chemical drying agent. As postulated early on, environmental moisture, high temperatures, and age as associated with the defect that can improperly inflate the airbags and even send shrapnel into the occupant. To date, there have been 16 deaths due to this problem in the U.S. Worldwide, NHTSA reports there have been at least 24 deaths and 300 injuries.

Through various announcements, the recall has tripled in size over the past year. It is expected that the inflator recall will impact more than 41.6 million vehicles in the U.S., involving 56 million inflators.

For millions of vehicles in the recall but not under a stop-driving order, NHTSA has prioritized delivery of parts to models and areas with the highest concentration of Takata incidents, NHTSA told CR.

“It was not possible for all replacement parts to be available right away, and some vehicles were at much higher risk of a dangerous airbag explosion than others,” agency spokeswoman Karen Aldana said.

Local Stark County dealers are concerned that the recall warnings are not getting to the second, third, and fourth owners. In addition, some first owners are receiving the recall, ignoring the warning and selling the car to an unknowing individual. It is of the upmost importance to go the website below and check your car for any recalls.

Visit www.safercar.gov to check the recall status of your vehicles.

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**Upcoming Events**

*Ohio Safety Congress & Expo— March 11 to 13, 2020, Columbus,*  
Register: SafetyCongress@bwc.state.oh.us

*Note: Due to this event, the SCSC March 2020 luncheon will be moved to March 19th*
**FREE BWC SAFETY CLASSES**

Free BWC safety classes available at North Canton Service office. See the BWC catalog for class descriptions.

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**Electrical Basics**—Nov. 5—8:30-noon  
**Effective Safety Teams**—Nov. 13—8:30-4:30 pm  
**First Aid in the Workplace**—Nov. 21—8:30-4:30 pm

Go to [www.bwclearningcenter.com](http://www.bwclearningcenter.com) to enroll.

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**Resources**

- The BWC Library creates a monthly ‘Safety Update’ available at [www.bwc.ohio.gov](http://www.bwc.ohio.gov)

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**December 12, 2019**

**“What it takes to have an effective safety program”**

**Panel Discussion:** Join members of your safety council steering committee to talk about the importance of a safety culture and leadership.

**Spotlight Company:**

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**Safety Council Officers & Contributing Members**

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October Spotlight

October Speaker: Susan Seifert RN,BC, Immunization Program Coordinator/Lead Case Manager, Stark County Health Department