



## *Workplace Violence Program Development*

**A comprehensive workplace violence prevention program reduces the probability of harm while enhancing the overall security and resilience of the work environment.**

Taking a holistic, prevention-driven approach to addressing workplace violence risk is a consistent mandate across every best practice standard. Why? Because the ability to proactively deter, monitor and manage conditions that contribute to violence is the essential core of a safe and secure work environment.

Highly effective programs emerge from a comprehensive needs assessment and expert guidance on developing and implementing policies, plans and programs; the formation of internal threat assessment teams; and the ongoing awareness, education and training of an engaged and empowered workforce.

### **About Jensen Hughes**

Jensen Hughes is the global leader in engineering, consulting and technology that make our world safe, secure and resilient.

Our security consultants, investigators, engineers and scientists work as one team to address the complexities of safety and security to help our clients protect what matters. Mitigating the factors that could put lives, property and reputations at risk has been our objective for over 80 years.

### *What You Can Expect*

- + Greater recognition by employees, clients and strategic partners that safety and security are an organizational priority
- + Ability to advance a best-fit approach to prevention and enterprise security risk management
- + Increased morale and productivity through visible investments in and commitment to a violence-free workplace
- + Decreased liability risk via early intervention and response by the internal Threat Management Team to reported concerns or acts of violence
- + Stronger cross-functional collaboration and information sharing



## Scope of Services

### Workplace Violence Prevention Needs Assessment

Comprehensive review and evaluation of current strengths, capabilities and resources supporting the development or enhancement of a workplace violence prevention program. Examines existing policies in critical areas such as onboarding, employment screening, privacy, compliance and issue resolution and escalation. Identifies gaps and opportunities for improvements and guides execution. The analysis includes essential functions and departments such as Security, HR, Operations, Legal, Employee Assistance Program (EAP) and line management.

### Workplace Violence Prevention Program Development

Creation of a comprehensive violence prevention and management program. Includes clear, actionable guidance on areas ranging from core operational policies, practices, compliance, privacy, reporting and incident tracking to forming a cross-functional, multidisciplinary threat management team. Program development typically draws from the findings of workplace violence needs assessment.

### Threat Management Team (TMT) Development and Support

Guidance on selecting and structuring this critical component of a comprehensive workplace violence prevention program. Drawn from a diverse group of experts, the core of this multidisciplinary team includes personnel from security, HR and legal. Other TMT stakeholders and ad hoc members include specialists and situational advisors in mental health, law enforcement, forensic psychology and behavioral threat assessment and management. Support consists of establishing activation protocols for assessing, managing and documenting threat cases related to reported concerns and incidents.

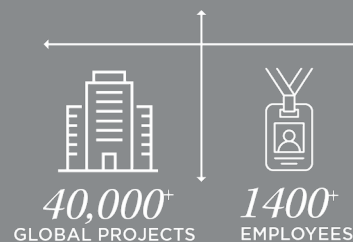
### Workplace Violence Prevention and Response Training Platform

One of our core competencies is educating and informing employees across every level of the organization. The best way to bolster your workplace violence prevention program is through ongoing in-person training or interactive e-learning that builds awareness and inspires action and accountability across your entire organization.

## Our Global Reach



90+ Offices  
WORLDWIDE



## How can we help?

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