



## Workplace Violence

Workplace violence includes any type of behavior or incident in which an individual is assaulted, injured, intimidated, threatened, harassed or stalked while at OHSU. This behavior may be written, verbal, and/or physical. Violence also includes destructive behavior that results in physical destruction or defacing of property, including throwing of objects, vandalism, sabotage, or arson. A credible threat of harm with the intent of placing a person, or persons, in reasonable fear for his or her safety or the safety of immediate family members is also stalking behavior.

Threats of violence are direct or implied expressions of intent to inflict physical harm and/or actions that a reasonable person would perceive as a threat to physical safety or property. Threats may include acts of verbal and/or physical intimidation or terrorism, slurs, name-calling, and other offensive behavior that is violent in nature. These are all unacceptable at OHSU.

What do I do when violence is taking place or when violence appears to be likely?

### Marquam Hill

- Call Public Safety at 4-4444 and request that “Dr. Strong” come to your area. Tell the dispatcher the exact location. Stay on the line if it is safe to do so.
- Get yourself and your co-workers to safety.

### West Campus

- All requests for emergency assistance go to **9-911**.
- Get yourself and your co-workers to safety.

### **Behavioral Warning Signs**

- Direct or veiled verbal threats of harm.
- Physical or verbal intimidation of others.
- Paranoid behavior. Perceiving that the whole world is against them.
- Fascination with incidents of violence and approval of violence under similar circumstances.
- Moral righteousness and believing the organization is not following its rules and procedures.
- Unable to take criticism of job performance. Holds a grudge, especially against a supervisor. Often verbalizes hope for something to happen to the person.
- History of violent behavior, at home or at work.
- Disregard for the safety of coworkers and others.

OHSU’s policy on Workplace Violence (Policy 03-30-120) addresses these issues, and Public Safety (503 494-4837) provides training, as requested.

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This information is a service of the OHSU Safety Committee (503 494-7795).  
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