

# Violence Risk Assessment

Name of Workplace: \_\_\_\_\_ Assessment Date: \_\_\_\_\_

Assessors: \_\_\_\_\_

Workplace or Tasks covered by this Assessment:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## Questions

When you are open to the public, are there times when only one employee is present?

Yes  No

Do your employees handle cash or other valuables?

Yes  No

Do your employees provide a service where they may feel threatened by another person?

Yes  No

Do your employees offer care services for others (i.e. health care or community workers)?

Yes  No

Are your employees involved in enforcing discipline to others (i.e. teachers)?

Yes  No

Do your employees deliver or collect items of value?

Yes  No

Do your employees exercise authority over others (i.e. enforcement officers)?

Yes  No

Do your employees inspect other people's private property (i.e. planning inspectors, assessment officers)?

Yes  No

Do your employees provide security services (i.e. security guards, sheriffs)?

Yes  No

Do your employees sell or dispense cannabis, medications or alcohol?

Yes  No

Do your employees work in community-based settings (i.e. nurses, social workers and other home care staff)?

Yes  No

Do your employees walk to their vehicle or building during times when there is limited light (i.e., late Fall or early Winter)?

Yes  No

Do your employees work during periods of intense organizational change (i.e. mediator during strikes or lock-outs)?

Yes  No

Do your employees deal with or handle firearms or other weapons?

Yes  No

Have employees in the workplace experienced violence in the past?

Yes  No

Does a risk of violence exist in the industry sector?

Yes  No

Do incidents of violence occur in other workplaces in the same industry?

Yes  No

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Beyond the organizational factors listed on page 1, the employer should consider the following situations or events which may increase the potential for violence:

- late hours of the night or early hours of the morning
- tax return season
- overdue utility bill cut-off dates
- during the holiday season
- pay days
- report cards or parent interviews
- performance appraisals
- located near to buildings or businesses that are at risk of violence (i.e. bars and banks)
- located in areas isolated from other buildings or structures.

If there is the potential for violence at this workplace or while doing a task, describe the violence.

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What activity or function of the workplace or task may trigger violence?

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Describe the predicted type of violence (i.e. assault, robbery, threats, etc.).

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Describe the frequency with which the predictors of violence occur (i.e. if the predictor of violence was "Deposit money to the bank", the frequency may be "Every Monday"; if the predictor of violence was "Doing inspections", the frequency may be "Number of inspections done per year").

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Make a list of who is at risk from this violence, preferably using job titles as opposed to personal names.

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