WORKPLACE SECURITY – WHAT IS THE IH ROLE?

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A CASE EXAMPLE: ACME INC.
WHAT IS INDUSTRIAL HYGIENE?

“Industrial hygiene is the science of anticipating, recognizing, evaluating, and controlling *workplace conditions that may cause workers’ injury or illness*. Industrial hygienists use environmental monitoring and analytical methods to detect the extent of worker exposure and employ engineering, work practice controls, and other methods to control potential health hazards.” - OSHA
VIOLENCE: A NEW TREND IN WORKPLACE HAZARD/RISK?
THE DATA

403 of 4,679 fatal workplace injuries were workplace homicides

Over 2 million reports of workplace violence each year
- Estimated to be significantly underreported

High Risk Industries:
- Health Care / Security Services / Public Administration
- Education / Law Enforcement / Retail trade
- Public Transportation / Accommodation and food services
THE COSTS

Direct:
- Medical Care
- Death Benefits
- Worker’s Compensation / Disability Costs
- Lawsuits
- Regulatory Fines

- Estimated at $36 Billion annually
  - 2011 FBI data

Indirect:
- Lost productivity
- Psychological impacts
- Employee Turnover
- Brand / Reputational
WORKPLACE VIOLENCE

FBI Definition

“Any action that may threaten the safety of an employee, impact the employee’s physical and/or psychological well-being or cause damage to company property.

OSHA Definition

“Workplace violence is 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

Type 1: Violent acts by criminals who have no other connection with the workplace but enter to commit a robbery or another crime.

Type 2: Violence directed at employees by customers, clients, patients, students, or any others from whom an organization provides services.

Type 3: Violence against coworkers, supervisors, or managers by a present or former employee.

Type 4: Violence committed in the workplace by someone who doesn’t work there but has a personal relationship with an employee; this can be an abusive spouse or domestic partner.
SPECTRUM OF WORKPLACE VIOLENCE

• Threat
• Physical Assault
• Sexual Assault
• Stalking
• Domestic Violence
• Attempted Homicide
• Homicide

• Product Contamination
• Vandalism
• Sabotage
• Arson/bombing
• Terrorism
PREVENTION & RISK MITIGATION

Hierarchy of Controls

1. Eliminate or Substitute
2. Engineering Controls
3. Awareness Means
4. Inform
5. PPE
Risk Assessment:

- What is your target potential?
- What is the prevailing attitude toward security?
- Who is responsible for the overall security program?
- How are security policies enforced?
- When was the current emergency preparedness plan developed (including fire, power failure and disaster)?
- What resources are available locally and how rapid are the response times for fire, police and ambulance?
- What kind of physical security systems and controls are presently used?
- Do the available security resources, policies and procedures meet the potential threat?
PREVENTION — ADMIN CONTROLS / BEHAVIORAL STRATEGIES

Need for a formal Workplace Violence Program
- Policy, Education, Reporting Mechanisms, Risk Assessment, Mitigation Mechanisms

Recognition of Stress Indicators / Response
- What are the red flags? (Employees, Customers, Visitors, Non-Affiliates)
- Workforce Employee Assistance Programs (EAPs)
- Relationships with Security / Law Enforcement

Preparing for the Worst Case Scenario
- Education and Exercises
  - Targeted Violence
  - Active Shooter
  - Terrorism

ZERO TOLERANCE POLICY
PREVENTION

Environmental Design / Engineering Controls

- Infrastructure design/changes
  - Need to clearly understand **Operation** of space

- Security Systems Card Access / Biometrics – Door Controls
  - Visitor Management
  - Video Surveillance

- Security Personnel

- Cultural shifts
  - Identification – Badges
  - Prevention
    - Tailgating
    - Propping doors / defeating or disabling security systems

- Need for corresponding Policies/Procedures
What are the other concerns?

- Theft / Espionage
- Vandalism / Product Contamination / Sabotage
- Terrorism
- Cyber Intrusion
RESOURCES


RESOURCES

FEMA Workplace Security Course
- https://emilms.fema.gov/is906/index.htm

OSHA Guidance on Workplace Violence

Cal/OSHA Guidelines for Workplace Security
- http://www.dir.ca.gov/dosh/dosh_publications/worksecurity.html

USDA – Physical Security
CONTACT INFORMATION

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