Workplace Violence
Provided by Curt Speck, President of 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.

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.

[CONTINUED ON PAGE 6]
Join us November 10 featuring Chris Moffitt, an ALICE instructor and a police officer at the Hubbard Police Department.

Learn what to do in the event of an active shooter situation. Officer Moffitt will explain how ALICE training, referring to Alert, Lockdown, Inform, Counter, and Evacuate, can give ordinary people the skills to survive, particularly by fighting or fleeing - but never freezing.

You do not need to be a SCSC member to attend - all are welcome! Season passholders do NOT need to register.

Make a donation to “Spread the Warmth” and get entered in the drawing for a $100 Visa card!

Register online StarkSafetyCouncil.org
What is the importance of ground-fault circuit interrupters (GFCI) and where should they be located in my workplace?

Ground-fault circuit interrupters (GFCI) are important because they are used to protect people from electrical shock hazards caused by malfunctioning electrical appliances. For example, if a person is using a defective electrical appliance and also touching a wet surface or very conductive surface, the person could become part of the grounding pathway for the fault current. The GFCI would detect this current imbalance and disconnect electricity within 20-30 milliseconds before the dangerous electrical current could pass through the person’s body which could cause serious electrical shock or death.

Depending on the workplace and work being done, GFCIs could be required/needed in several areas. According to OSHA 29 CFR 1910.304(b)(3)(i): All 125-volt, single-phase, 15- and 20-ampere receptacles installed in bathrooms or on rooftops shall have ground-fault circuit-interrupter protection for personnel. Other areas where GFCI protection should be located in your workplace include: kitchens, outdoor areas, within 6 feet of water sources (sinks, showers, etc.), laundry areas, locker rooms, garages, service bays and any other areas exposed to moisture. Vending machines require GFCI protection regardless of being hard wired, plug and cord connected, voltage current or frequency rating. Additionally, temporary wiring installations (including extension cords) used by personnel doing construction-like activities require GFCI’s protection.

Per equipment instructions these devices should be tested monthly. You can document with logs or procedures, that GFCIs are tested monthly and promptly replace those found defective.

If you need assistance with determining where GFCI protection is needed in your facility, contact your assigned BWC safety consultant.
BWC provides at least one webinar on different safety and health topics each month. Subject matter experts share their knowledge and provide an opportunity for participants to ask questions. These lessons engage students with a variety of interactive methodologies, including whiteboard activities, polling, and chat discussions. To obtain BWC program credit, participants must complete a short knowledge assessment within the BWC Learning Management System after the webinar and earn a passing score. If the webinar provides credits, the host will provide further details regarding requirements for those seeking BWC program credit or Continuing Education Units (CEUs) during each webinar.

### Webinar

<table>
<thead>
<tr>
<th>Webinar</th>
<th>Date</th>
<th>Time</th>
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<tbody>
<tr>
<td>Attention Public Employers—</td>
<td>Nov. 8</td>
<td>11:00 a.m. - 12:00 p.m.</td>
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<tr>
<td>It’s Time for Your Safety Check-up!</td>
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<tr>
<td>Life Safety Code</td>
<td>Nov. 10</td>
<td>11:00 a.m. - 12:00 p.m.</td>
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</table>

### Webinar Recording Replays

If you miss a webinar, just search “replay” in the BWC Learning Management System.

2. Log in or create a new account.
3. Type “replay” in the “Search Catalog” field and click the magnifying glass to search.
4. Review recordings of past webinars (no credits provided).

### Virtual Training Classes (VTC)

As an alternative to in-person classes, BWC provides virtual, instructor-led classes to meet more in-depth learning needs. Virtual training classes provide the opportunity for participation and interaction consistent with the BWC classroom experience. All BWC program credits associated with a normal classroom experience are available with virtual class completion. System and participation requirements are outlined in more detail in the link for more information below.

<table>
<thead>
<tr>
<th>Virtual Training Class</th>
<th>Date</th>
<th>Time</th>
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<tbody>
<tr>
<td>Hazardous Waste Operations and Emergency</td>
<td>Nov. 7</td>
<td>9:30 a.m. - 1:45 p.m.</td>
</tr>
<tr>
<td>Response Series Module 1: Regulatory</td>
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<td>Background (EPA, DOT, OSHA)</td>
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<tr>
<td>Crisis De-Escalation Tactics and Safe</td>
<td>Nov. 9</td>
<td>9:00 a.m. - 1:35 p.m.</td>
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<td>Practices Workshop</td>
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<tr>
<td>Controlling Workers’ Compensation Costs</td>
<td>Nov. 30 - Dec. 1</td>
<td>9:30 a.m. - 12:45 p.m.</td>
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</tbody>
</table>

### Online E-Courses

These on-demand courses cover topics including Bloodborne Pathogens, Developing a Safety Culture, OSHA Recordkeeping 101, and others. Online course times range from 30 minutes to approximately two hours and provide the ultimate in convenience for learning at your pace and at your desired time.

### GOOD NEWS

**IN-PERSON CLASSES ARE BACK this fall.**

Many topics including **OSHA 10 two-day** courses for either construction or general industry. [CLICK HERE for a schedule of offerings by location.](#) **NOW ENROLLING!**
BWC is once again offering in-person occupational safety and health courses as a benefit for Ohio employers with active workers' compensation coverage and their employees at no extra charge.

We’ve got you covered!

<table>
<thead>
<tr>
<th>Year</th>
<th>Course Name</th>
<th>Time</th>
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<tbody>
<tr>
<td>2022</td>
<td>OSHA 10: Industry Safety Basics</td>
<td>8:30 a.m. - 4:15 p.m.</td>
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<tr>
<td></td>
<td>Ergonomic Risk Factors: Understanding and Identifying</td>
<td>9:00 a.m. - 12:30 p.m.</td>
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<tr>
<td></td>
<td>First Aid in the Workplace</td>
<td>9:00 a.m. - 3:00 p.m.</td>
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<tr>
<td></td>
<td>Flammable Liquid and Gas Safety Basics</td>
<td>8:30 a.m. - 4:15 p.m.</td>
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<td></td>
<td>Effective Safety Teams</td>
<td>8:30 a.m. - 4:15 p.m.</td>
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<tr>
<td>2023</td>
<td>Fall Hazards in Construction and Maintenance</td>
<td>8:30 a.m. - 4:15 p.m.</td>
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<tr>
<td></td>
<td>First Aid in the Workplace</td>
<td>9:00 a.m. - 3:00 p.m.</td>
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<td></td>
<td>Confined Space: Identification and Safe Practices</td>
<td>8:30 a.m. - 4:15 p.m.</td>
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<tr>
<td></td>
<td>OSHA 10: Construction Safety Basics</td>
<td>8:30 a.m. - 4:15 p.m.</td>
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<tr>
<td></td>
<td>Electrical Hazard Recognition and Abatement</td>
<td>8:30 a.m. - 4:30 p.m.</td>
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<td></td>
<td>Tree Work Essentials: Chainsaws, Chippers, and Other Safety Concerns</td>
<td>8:30 a.m. - 4:15 p.m.</td>
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<tr>
<td></td>
<td>Emergency Preparedness Planning</td>
<td>8:30 a.m. - 4:15 p.m.</td>
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<tr>
<td>May 23-24</td>
<td>Electrical Safety Maintenance (NFPA 70B) – Practices for Electrical Equipment Maintenance</td>
<td>8:30 a.m. - 4:30 p.m.</td>
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<tr>
<td>June 8</td>
<td>Safety for the Non-Safety Professional</td>
<td>8:30 a.m. - 4:15 p.m.</td>
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<tr>
<td>June 21</td>
<td>First Aid in the Workplace</td>
<td>9:00 a.m. - 3:00 p.m.</td>
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ENROLL TODAY!

www.bwclearningcenter.com
1-800-644-6292
dshcc@bwc.state.oh.us
Workplace Violence  
(continued from page 1)

Identifying Risk Factors  
• Working with people that are violent, addicted to drugs and alcohol, or gang members.  
• Patients or relatives of patients in healthcare.  
• 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.

SAVE THE DATES: UPCOMING SAFETY COUNCIL LUNCHEONS

November 10, December 8, January 12, February 9  
NOTE: March 16 (due to Safety Congress 3/8-3/10)  
April 13, May 11 and June 8
The Stark County Safety Council was proud to sponsor the 2022 Fire Prevention Breakfast & Awards

2022 CANTON FIREFIGHTER OF THE YEAR
PRINCE LATHAN ANDERSON

2022 CANTON FIREFIGHTER OF THE YEAR
JESSE BUTLER

2022 CANTON FIREFIGHTER OF THE YEAR
SCOTT TINLINE

2022 LEGACY AWARD
SAMUEL BACON, JR

2022 LEGACY AWARD
JOSEPH CARAFELLI

2022 LEGACY AWARD
HAROLD “HERB” SHREINER

2022 DAVE DEMEO FIRE PREVENTION AWARD
TAMMY WAGNER

2022 FIRE PREVENTION BREAKFAST AND AWARDS

MASSILLON FIRE
The kitchen is the heart of the home, especially at Thanksgiving. Kids love to be involved in holiday preparations. Safety in the kitchen is important, especially on Thanksgiving Day when there is a lot of activity and people at home.

- Stay in the kitchen when you are cooking on the stovetop so you can keep an eye on the food.
- Stay in the home when cooking your turkey and check on it frequently.
- Keep children away from the stove. The stove will be hot and kids should stay 3 feet away.
- Make sure kids stay away from hot food and liquids. The steam and splash from vegetables, gravy or coffee could cause serious burns.
- Keep knives out of the reach of children.

**FIVE SAFETY TIPS FOR DEEP FRYING TURKEY:**

1. **STAY AWAY FROM THE HOUSE** - Set up the turkey fryer more than 10 feet away from your home and keep children and pets away. Never leave it unattended.
2. **FIND FLAT GROUND** - The oil must be even and steady at all times to ensure safety. Place the fryer on a flat, level surface and carefully gauge the amount of oil needed.
3. **USE A THAWED AND DRY TURKEY** - Make sure your Thanksgiving turkey is completely thawed and dry. Extra water will cause the oil to bubble furiously and spill over. If oil spills from the fryer onto the burner, it can cause a fire.
4. **MONITOR THE TEMP** - Use caution when touching the fryer. The lid and handle can be very hot and could cause burns. Also be sure to keep track of the oil’s temperature as many fryers do not have their own thermostats.
5. **BE PREPARED** - Have a fire extinguisher (multipurpose, dry-powder) ready at all times in the event that the oil ignites.

**THANKSGIVING IS ONE OF THE MOST TRAVELED HOLIDAYS OF THE YEAR!**

- Be responsible ... Don’t Drink and Drive!
- Ensure your vehicle is in good working condition before departing.
  - Limit distractions while driving.
  - Buckle up!
- Allow plenty of time, including frequent breaks, in your travel plans.