

## Employee Health Consultants, Inc.

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Feel free to copy or forward any part or this entire newsletter to employees of your company or organization. It is intended for the sole use of employees and families covered by the Employee Health Consultants, Inc. EAP.

We welcome your comments and concerns. We would also invite you to suggest topics of particular interest to you or your organization, forward particular questions or write an article-opinion of your own.

If you know of someone in your organization that might appreciate reading this newsletter, please forward his or her email address and we'll add it to our mailing list.

We can be contacted by calling 1-800-365-2273 or visit our website at: [Employeehealthconsultants.com](http://Employeehealthconsultants.com)

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### From the Director

It is always uncomfortable to talk about violence in the workplace because we don't want to believe that it could happen to us or to anyone we know. We don't want to think that we have to walk around looking over our shoulder or mistrusting people we've worked with for years. Actually, we find that these things are an over reaction. Most violence, especially the type that involves weapons and deaths, are perpetrated by people who, with careful analysis, can be identified and removed or helped before these terrible things happen. The technology of screening,

attention to security and assessing potential has come a long way since the early 90's. These things are not a 100% guarantee of course, but can decrease the odds dramatically. We have found an increasing use of our violence potential assessments for incidents involving threats, fights or identifiable "at risk" behavior, an increase in the use of our security audits and the training of



key personnel. The necessity for these programs was brought home clearly several weeks ago when a disgruntled auto parts warehouse employee gunned down seven people including the owner and his son. Its one thing to hear this on the news and it's another to talk to the widow. In this case everyone knew of the volatility of this ex-employee but steps had not been taken to ensure employee safety. We urge all of you to face this issue with the best possible planning and preparedness.

- Rick Atwater, Director of EAP Operations

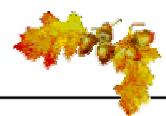
### EAP FACTS

Violence in the workplace is an increasing problem in today's world of fast-paced living and high demands. The US Department of Justice reports 396,000 aggravated assaults, 51,000 rapes and sexual assaults, 84,000 robberies and 1,000 homicides in the workplace each year. Not all employees have good coping skills and an employee's stress from problems related to either work or home environment can erupt in the workplace. The top five most dangerous industries for risk of violent incidents have been identified as: Retail Sales, Law Enforcement/Security, Medical, Teaching and Transportation.

One significant stressor can be threats from co-workers. Frustrated or anxious employees tend to take out their aggressions on co-workers due to their perception of unfair conditions or low self-esteem. These frustrations may be a culmination of small issues that have been building up over the course of days, weeks or months.

Early intervention is the suggested way to get the best results when dealing with a potentially violent co-worker. It is suggested that co-workers take a careful and appropriate

approach to these types of situations. Keep your eyes and ears open and pay attention to your surroundings. Also look for ways to intervene before the person becomes too agitated. Identify someone ahead of time, such as a manager or supervisor, whom you can turn to if necessary. And lastly, don't be afraid to ask for help! You could be saving yourself or someone else from facing an awful experience in workplace violence.





### Did You Know?

Psychological abuse is another form of domestic violence. Name-calling, put downs, intimidation, threats of violence or suicide – these and other forms of psychological abuse from a spouse or partner can impact a women’s health, report American Medical Association researchers. Researchers found that about one in eight women who sought help for medical care had experienced a partner’s psychological abuse. This type of violence was associated with chronic pain, migraine and other headaches, problems with indigestion, and disabilities that prevented work. Anyone in such a relationship is encouraged to seek help. (Archives of Family Medicine)



## To-Do List for Well-Being

Those who have experienced some kind of trauma or violence need to take steps to regain personal health and well-being. If you or someone you know has had this type of experience, you are urged to try the following:

1. Talk about the incident and your feelings about it in order to move into solution-based thinking.
2. Find forms of expression that are appropriate for you. There is no single right way to grieve or mourn.
3. Find someone you feel safe with to talk to about your fears. It’s good to talk about what’s bothering you – over and over again! Explore your feelings.
4. Offer support. Helping others, in good times and bad, builds the relationships that assist us in recovering from trauma.
5. Listen with your heart. If you are the listening ear, the friend of someone having trouble coping, you don’t need to have all the answers. Your task is to listen.
6. Understand that listening to other’s struggle can leave you feeling helpless and ineffective. By being aware of our helplessness, we ultimately become helpful.
7. Exercise, stay motivated and motivate others.
8. Seek help for yourself or for those who aren’t coping well.
9. Get ‘into the groove’ and back into a routine. Before the trauma, life had structure – it still does.

## TRENDS IN TREATMENT

Each year, an estimated three million cases of suspected child abuse and neglect are reported to Child Protective Service Agencies. Ronald MacDonald House Charities has given a total of \$3 million in grants to Prevent Child Abuse American, which has helped create Healthy Families America. These programs accomplish research and develop outreach programs for abused and neglected children and their parents. Over 429 sites of Healthy Family America have been established throughout the United States and Canada. If you’re interested in how you can help, go to <http://www.preventchildabuse.org>.

*“You must be the change you wish to see in the world.”*

– Mahatma Gandhi

## Web Connections

We review all the links that we provide but we cannot guarantee the quality or content of these links, only the quality of our own material. We encourage you to read our review notices along with each link and make your own decision as to its usefulness to you.

[Prevent Child Abuse America](#) - For 30 years, Prevent Child Abuse America has been working at the national, state and community levels to prevent child abuse in all its forms.

[U.S. Department of Labor OSHA](#) – Occupational Safety & Health Administration, Safety and Health Topics: Workplace Violence.

