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Speech presented by Adam Graycar, Director,  
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"Violence in the workplace: personal and political  
issues"

at the 2003 Security in Government Conference,  
Canberra, 30 April – 2 May 2003

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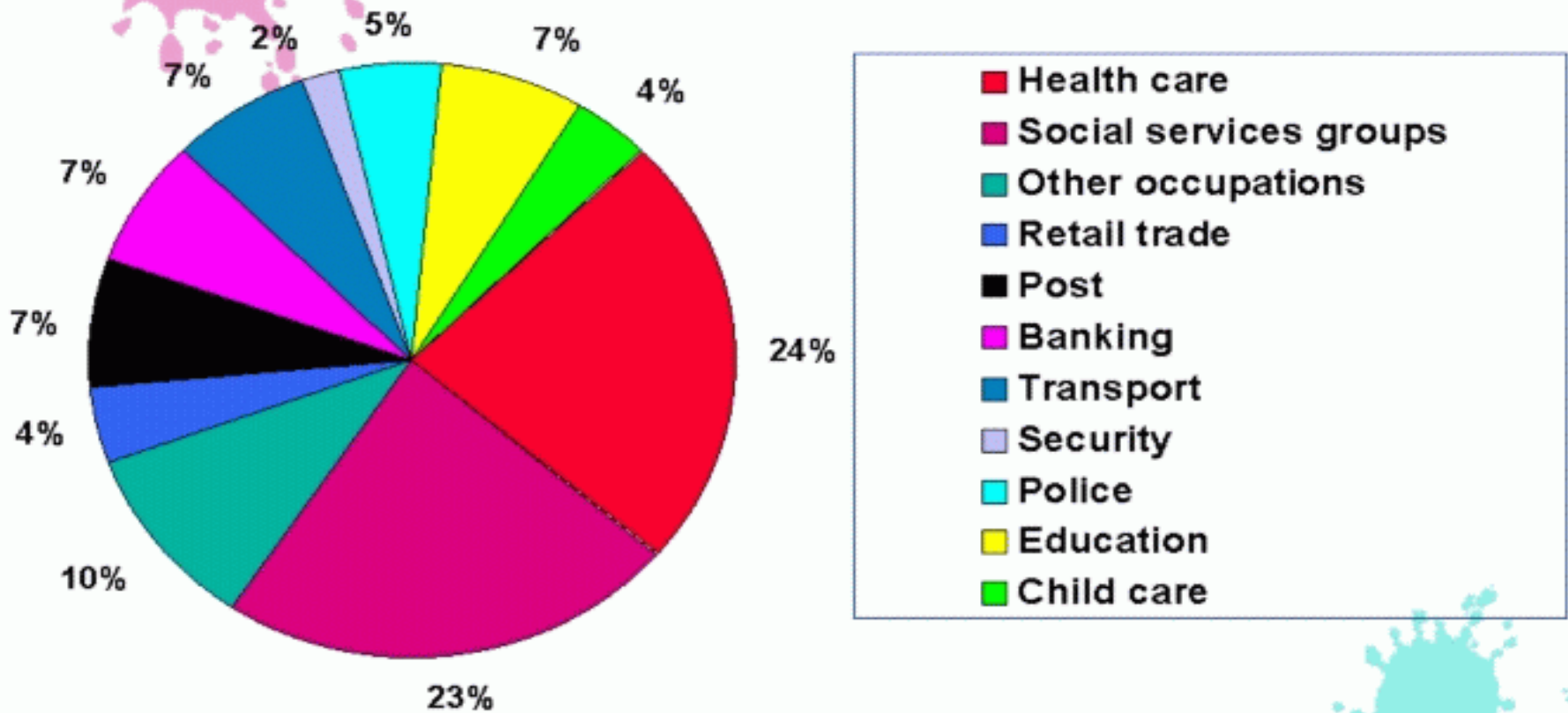


# VIOLENCE IN THE WORKPLACE: PERSONAL AND POLITICAL ISSUES

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# Where it concentrates: Occupations at risk (Sweden)



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- Random public violence
- Client-initiated violence
- Violence within organisations



- A motivated offender – somebody willing to offend
- The presence of a prospective victim or target
- An opportunity
- The absence of a capable guardian



- To reduce the supply of motivated offenders
- To make crime harder to commit



- Risk Identification
- Risk Assessment
- Risk Control
- Monitoring and Review



- History of violent behaviour
- Obsession with weapons, gun magazines
- History of making threats or veiled threats
- Uses various forms of intimidation on fellow employees
- Obsession with the job but has little, if any, involvement with co-workers
- Makes unwanted romantic advances towards another employee
- Exhibits paranoid behaviour





- Incapable of accepting criticism
- Holds grudges for a long time
- They have family, financial or custody problems
- History of testing the limits or rules, regulations and social norms
- High level of stress in the job caused by change, staff shortages, new management, or the introduction of high technology
- Has exhibited extreme changes in behaviour and/or political or religious beliefs



# An incident investigation schedule would include the following:

- Type of incident – for example abuse, threat, bullying or assault
- Who was abused/threatened/bullied/assaulted and their position in the hierarchy/area of work
- Description of the location where the incident took place
- Activity underway at the time
- Time of occurrence/day of week
- Nature of injuries sustained



- How the incident arose and progressed (narrative data)
- Contributing causes
- Lost time
- Potential or actual costs
- Corrective action recommended
- Follow-up recommendations



# Risk Control

- Workplace committee role in violence prevention
- Security plan role in violence prevention
- Training for violence prevention
- Pre-employment tools
- Post-incident support
- Establishment of grievance/mediation procedures

# Identity Fraud

- Prevention
- Detection
- Investigation and prosecution
- Reporting of cases
- Training and education



- Increasing the effort
- Increasing the risk
- Reducing the rewards

