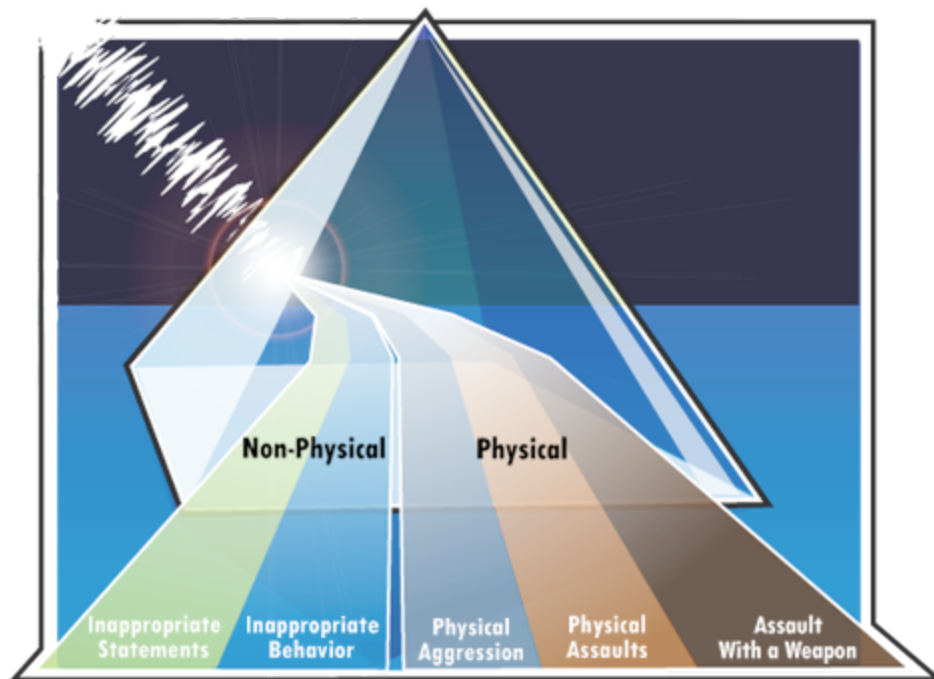


Spectrum of Behaviors Associated with Workplace Violence



Workplace violence refers to a broad range of behaviors that fall at different points along a spectrum. The behaviors that are associated with workplace violence include:

Inappropriate statements, such as:

- Verbal or written threats
- Verbal abuse
- Inappropriate references to weapons
- Inappropriate references to death, suicide, violence, assassinations, or terrorism
- Obsessive interest in another employee
- Claims of mental illness prompting problematic behavior

Inappropriate behaviors, such as:

- Bullying
- Suspicious activity
- Stalking
- Violent or threatening gestures
- Research into the personal life of another employee
- Frightening other employees

Physical aggression, such as:

- Intimidating behavior
- Brandishing a weapon, whether it's real, a toy, or imaginary
- Aggressive emotions
- Violence against inanimate objects
- Throwing things randomly

Physical assaults, such as:

- Inappropriate physical contact with another employee
- Physical assault
- Damaging or destroying property
- Acting out anger
- Use of fists, feet, or body as a weapon

Assault with a weapon, such as:

- Use of a firearm
- Use of an edged weapon, e.g., knife, razor, or box cutter
- Use of bombs or incendiary devices
- Use of weapons of opportunity, such as loose objects or equipment
- Throwing things at another person