

Appendix B: Workplace Violence Prevention Policy and Procedures

Crisis Counseling

After a workplace violence incident, crisis counseling may be an appropriate intervention. If recommended by the Workplace Violence Advisory Team, the Human Resources Office will take the following action:

1. Arrange crisis counseling for employees who may have been affected by witnessing or having been directly subjected to workplace violence as defined in the Prohibited Conduct section of the Workplace Violence Prevention Policy and Procedures.
2. Arrange a debriefing session facilitated by trained professionals in the event of workplace violence resulting in trauma to a group of employees.
3. Encourage and/or direct an individual employee to seek assistance through an organization such as the campus Employee Assistance Program, LifeWorks, mental health providers and clinics.