
9. Code Gray: Workplace Violence or Threat of Violence

Workplace violence is defined as “violent acts (including physical assaults and threats of assaults) directed toward persons at work or on duty.” (National Institute for Occupational Safety and Health (NIOSH))

Actions or words that endanger or harm employees or that result in others having a reasonable belief that they are in danger include:

- Verbal or physical harassment
- Verbal or physical threats
- Assaults or other violence made directly or indirectly by words, gestures, or symbols
- Any other behavior that causes others to feel unsafe (e.g. bullying, sexual harassment)
- Use or possession of a weapon on the company’s premises

Workplace violence incidents can be categorized by the relationship of the assailant and the worker/workplace. They are as follows:

- **Violence by strangers**—persons who have no connection to the workplace
- **Violence by customers, clients, residents, etc.**
- **Violence by co-workers**—former or current employment relationship. Incidents that occur outside the workplace, but which resulted or arose from the employment relationship are counted in this category
- **Violence by personal relations**—incidents committed by someone who has a personal relationship with the worker, such as a current or former spouse or partner, relative or friend

A Workplace Violence Policy and Prevention Program can be found in Appendix Z.