

Safe Minds, Safe Spaces: Preventing Workplace Violence through Psychosocial Safety

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U.S. DEPARTMENT OF LABOR

UNION PROUD

Start noticing how even small behaviors can shift the tone of your workplace and impact the overall environment.



“Meeting filled with Tension, Coworkers raising their voices”, etc.

What else?

Workplace violence is more than physical assault..

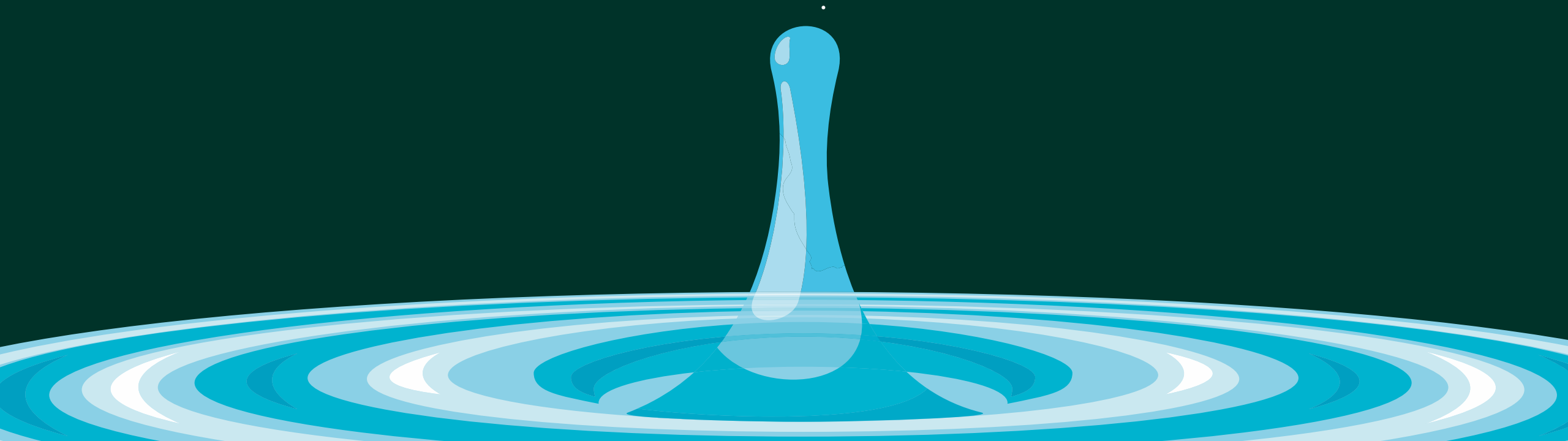
Threats • Harassment • Intimidation

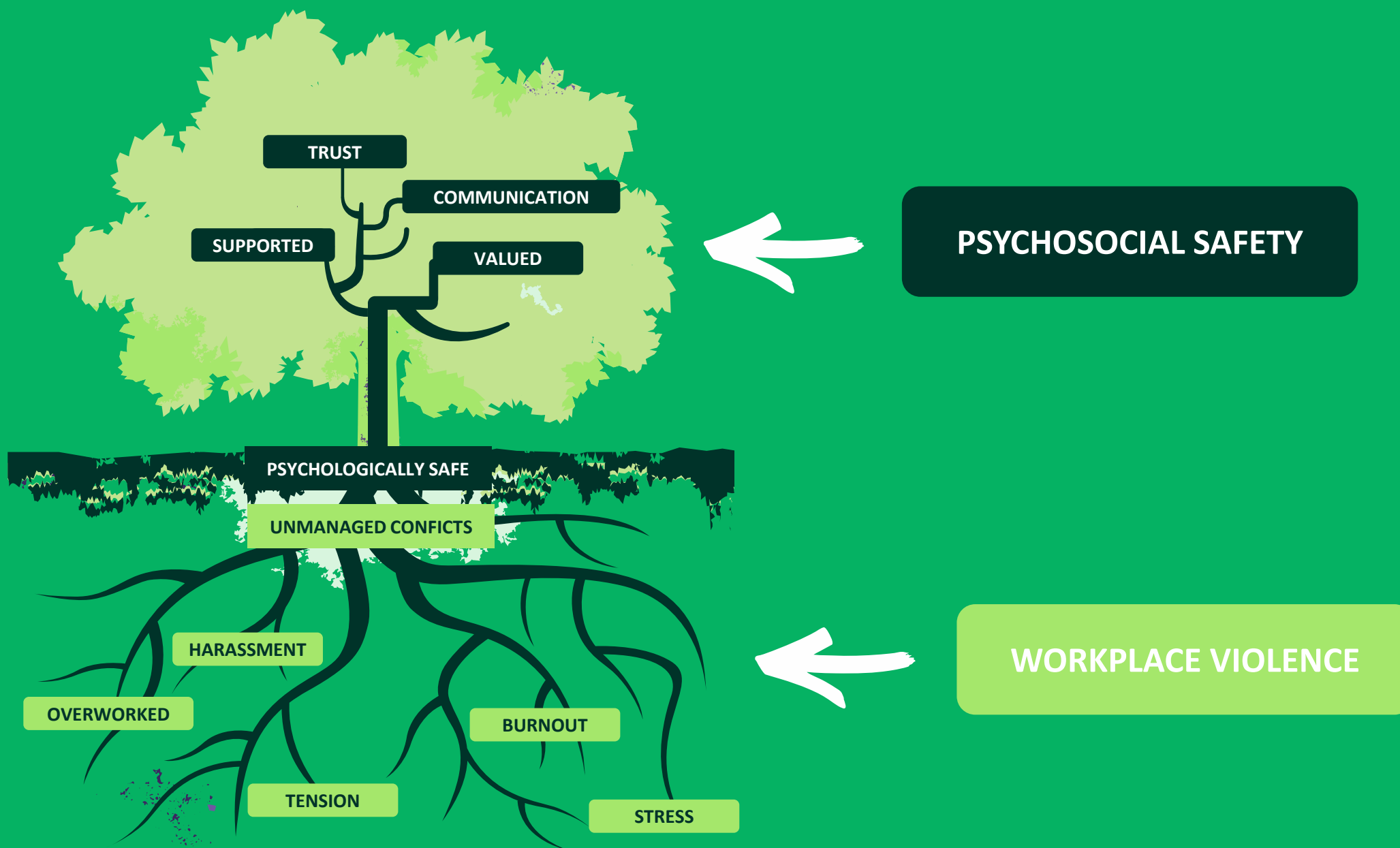






Workplace violence is rarely a single event





Workplace Violence



Any act or threat of physical violence, harassment, intimidation, or disruptive behavior at work.



Four Types of Workplace Violence

1



Criminal Intent

2



**Customer or Client -
Related**

3



Worker-on-Worker

4



**Personal
Relationship**



Customer or Client Violence

CALIFORNIA WORKPLACE VIOLENCE PLAN JULY 1, 2024

57

Fatalities in California

57,610

Nonfatal Cases (U.S.) over the 2021-2022 period



When does workplace violence become a recordable reality?



Medical treatment beyond first aid

Physical assaults that require medical care
(stitches, concussions, broken bones)

Injuries from workplace violence leading to lost
workdays

Hospitalizations or fatalities related to
workplace violence

Any workplace violence incident requiring job
restrictions or transfers

Violence rarely starts with violence.



Early Warning Signs

Intimidating
or bullying

Discourteous or
disrespectful
behavior

Uncooperative
attitude

Verbally
abusive
language



Escalating Behavior

- Arguing with coworkers or management
- Refusing to follow policies
- Sabotaging equipment
- Threatening coworkers

Extreme Warning Signs

Threats of
Harm

Property
destruction

Extreme
rage

Mentioning
weapons

Workplace Violence Prevention Checklist



Identifying Risk

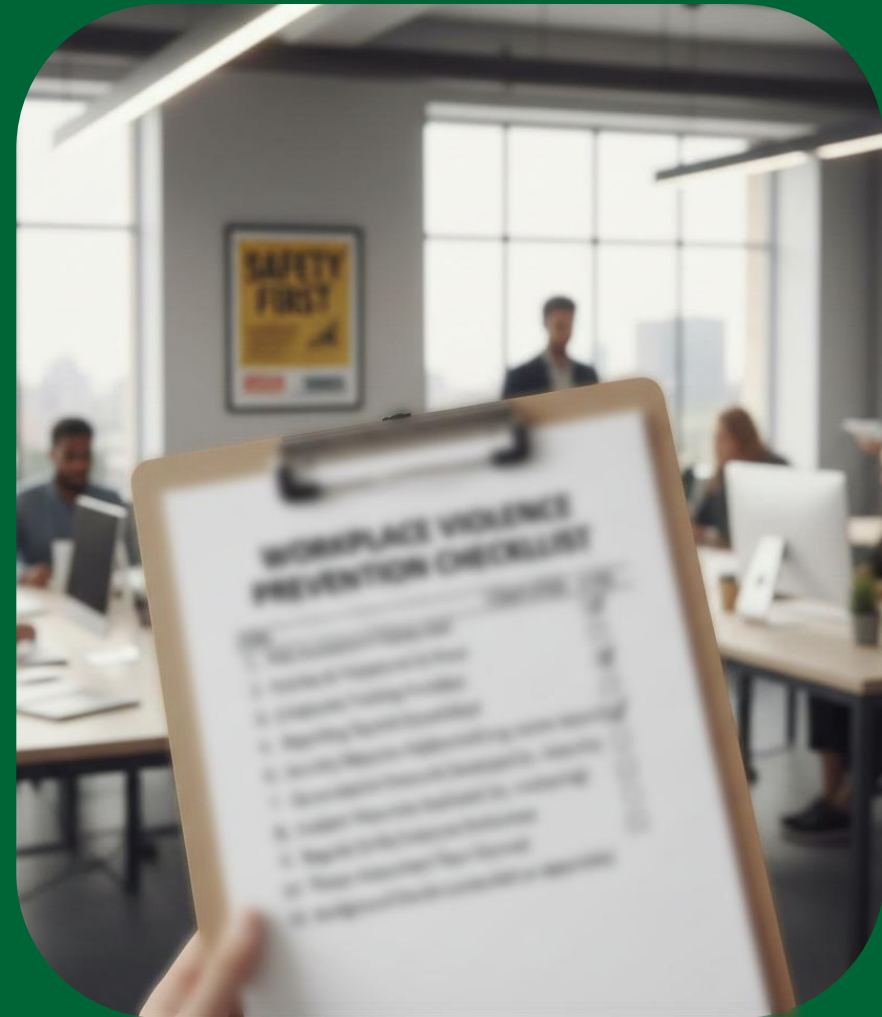


Training



Incident Reporting

18



Psychosocial Safety

Psychosocial risks are just as real as physical hazards



SAFETY IS A FUNDAMENTAL HUMAN NEED

Maslow's Hierarchy of Needs



Physical Hazards

Slip, Trips, and Falls

Chemical Exposure

Machinery Hazards

Electrical or Fire Hazards

Ergonomics

Psychosocial Hazards

Fatigue

Bullying & Harassment

Isolation of Lack of Support

Excessive Workload

Verbal
Abuse/Microaggressions



This Isn't Hypothetical.

DOPAMINE

CORTISOL

APPETITE

STRESS





Mental Health Stigma at Work



The Cost of Ignoring Psychosocial Safety

Higher Healthcare Cost

High Turnover

Worker's Compensation Claims

Be Visible
Be Present

**Create
Psychosocial
Safety**

Psychological Safety

+

Early Reporting

=

**Workplace
Violence Prevention**



Let's go back to that construction site

What if he felt safe to speak up?

What if his manager recognized the signs early?



Sustainable Safety Leadership



Not balance—rhythm.



Imagine This workplace:

Every team member is trained to recognize and address risks before they escalate.

Speaking up about concerns isn't a risk—it's expected and encouraged.

Mental health is prioritized just as much as physical safety.



Thank You!

Stay safe, support each other,
and let's build workplaces where
everyone feels valued.



**Let's open the floor.
What's on your mind?**





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