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**“Creating a Safer Workplace for Our
Employees”**

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- **There is approximately one murder per day in the workplace in America**
- **The age of offenders ranges from 16-88**
- **Suicides at work are up 28%**
- **Approximately half are college graduates**
- **Approximately two-thirds are socially isolated**
- **Few have any history of violence or weapons infractions**
- **Incidents are typically not “out of the blue”**

- **Duty to care**
- **Duty to warn**
- **Duty to supervise**
- **Duty to share relevant information internally**
- **Duty to act... to do something!**

“Privacy matters, but employee *safety* matters more”

- **Assess the probability of an act of violence**
- **Respond appropriately within a relevant period of time.**
- **Have we done everything we could possible do?**
- **Put yourself in front of reporters and consider the questions they would ask.**

Domestic violence creates concerns for...

- The safety of the victim in the workplace
- The safety of employees at the workplace
- The safety of our customers
- The safety of our security officers
- The safety of first responders
- The aftermath...

***“Victim”* can have broader implications than a single individual**

Security can offer the following assistance:

- ***Discreetly* post offender's picture at all guard posts**
- **Ensure all access control points are in good working condition**
- **Arrange for reserved parking space**
- **Escort employee to her vehicle**
- **Provide situational awareness to the local police**
- **Assign additional guards as required**

Engage without overwhelming

- **Judge you or your situation**
- **Compromise the confidentiality of the situation**
- **Demand more personal information than is absolutely required to do our job**
- **Contact the abuser directly and potentially exacerbate the situation**
- **Engage the abuser anywhere other than on company property**
- **Limit the sharing of your information within Security**

We are...in fact...here to help!

- Security seeks to ensure the safety of all employees
- We do not consider the employee to be the problem, but rather the abuser!
- We cannot offer any assistance if we are not aware of the problem.
- Whether you are a victim, witness or a friend with knowledge, we stand ready to assist.
- We will always work very hard to keep anything an employee shares with us completely confidential.