



Psychiatry & Behavioral Sciences Section – 2005

I1 Violence Risk Assessment in the Workplace

*William Cardasis, MD**, 202 East Washington Street, Suite 208, Ann Arbor, MI 48104; and *Harley V. Stock, PhD**, 10097 Cleary Boulevard, PMB 300, Plantation, FL 33324

After attending this presentation, attendees will understand how the implementation of a model protocol for the evaluation and management of qualifying problematic situations in the workplace can assist to mitigate risk in a cost effective manner.

This presentation will impact the forensic community and/or humanity by demonstrating deriving a better method of forensic psychiatric consultation and evaluation in training management and employees in the framework of the model in order to take a proactive stance in this area to ensure safety in the workplace.

For many years employees in certain fields have faced a significant risk of job related violence. Assaults and threatening or other inappropriate behavior represent a serious safety and health hazard for these employees and interfere with the operation of business. Organizations experience instances of perceived risk from employees, recipients of services, and/or third parties. Most of the time, instances of perceived risk are managed on an ad hoc basis triaged by present management staff that may not possess specialized training or experience in the area of violence prevention and risk management. Similarly, these instances have been addressed in the context of the present hierarchical structure of the organization without the benefit of a defined process or model to respond consistently and comprehensively. The model protocol is designed to address the specific violence prevention and risk management needs unique to the individual organization.

Within the proposed model, instances of perceived risk and other problematic issues, which qualify for specialized intervention and management, may include threatening behavior, violence, concerning or threatening communication, and/or crisis management. Referrals generated from such situations would most often involve assessment of the risk of violence posed, management of the case, and appropriate disposition. Subjects of interest could be employees, staff, students, customers/clients, or unrelated third parties. The proposed model protocol involves: 1) development and maintenance of a violence prevention program, 2) implementation of a specialized response team in the workplace to address qualifying incidents, 3) provision of specialized forensic psychiatric consultation services and risk assessment, and 4) performing specialized forensic psychiatric assessments and conducting fitness for duty evaluations.

In summary, the specialized model progresses from: an initial phase of development; institution of policies and procedures; development of procedures for employees to report incidents to the response team; consultation by the forensic psychiatric consultant on qualifying cases; invocation of the response team; evaluation process of cases; incident response; and post-incident or crisis management response.

Violence, Risk Assessment, Forensic Psychiatry Evaluation