

# Know the Signs of Threatening Behavior

Editor's note: Our Tailgate Training Tip Sheets are [available in Spanish at www.gemplers.com](http://www.gemplers.com).

## KEY POINTS:

- Be on the alert for dangerous behavior.
- Report all threatening behavior to your supervisor or another manager.
- Stay calm when faced with threatening behavior.
- Never bring guns or other weapons to work.

*Note to trainer:* Follow this script or use it to help guide you through a 10- to 15-minute tailgate training session for your agricultural workers. You may photocopy this sheet for your employees' personal use. However, it may not be published or sold.



## Why people engage in threatening behavior

- All of us get angry at one time or another.
- Sometimes our reasons are personal. We may be angry at our spouse, upset over the end of a relationship, or angry at someone who is no longer our friend.
- Sometimes we get angry at work. We may be afraid of losing our job, or we don't get along with our boss.
- People who abuse alcohol or other drugs may also become very angry and threaten other people.

## Unacceptable behavior

- While anger is a normal reaction to some situations, failing to control our anger can result in serious problems.
- More and more, we hear about "workplace violence" – situations where people become threatening or violent at work and harm someone else.
- Here are some examples of unacceptable behaviors. If you see a co-worker, supervisor, manager, customer or visitor show signs of these behaviors, immediately tell someone from management.
  - writing violent or sexual notes
  - threatening to harm a co-worker or other person
  - threatening violence, even if it's a joke
  - making unwanted sexual advances
  - playing mean practical jokes
  - purposely causing an accident
  - destroying equipment or other property
  - constantly arguing or swearing
  - fighting or actively trying to pick a fight



**Destroying equipment or property is unacceptable behavior.**

(Continued on back)

See our [full line of safety supplies](#), including respirators, eye and ear protection, coveralls, first aid and more.

## Know the Signs of Threatening Behavior

### How to respond

- If you are faced with potentially threatening behavior, report it to your supervisor or another manager as soon as possible. Here are some more tips on how to respond:
  1. Stay calm. Don't raise your voice or get angry.
  2. Don't get into an argument.
  3. Listen to what the person is saying.
  4. Show respect for the person, even if you disagree with what he or she is saying.
  5. Don't embarrass or make fun of the person, or engage in personal attacks.
  6. Don't bring up negative past behaviors.
  7. Call for help when necessary.

***Note to trainer:** Let employees know how and where to get help if they are faced with an immediately threatening situation. Let them know where emergency telephone numbers are posted.*



### Here are our policies

- We have certain [policies](#) to help protect you from threatening behavior. These include:
  - No guns or other weapons are allowed anywhere on our property, including in personal trucks or cars.
  - We don't allow threats, fights, physical abuse, sexual remarks, the destruction of equipment or property, or any other threatening or violent behavior.
  - Anyone engaging in threatening or violent behavior is subject to discipline. We take all threats seriously.
  - We encourage employees to call for emergency outside help when necessary.



**No guns are allowed anywhere on our property.**

### Are there any questions?

***Note to trainer:** Take time to answer trainees' questions. Then review the **Threatening Behavior Do's and Don'ts**.*

### THREATENING BEHAVIOR DO'S AND DON'TS

#### DO:

- Report all threatening behavior to a supervisor or other manager.
- Seek help when you have personal problems you can't handle.
- Take all threats seriously, even if they don't result in violence.

#### DON'T:

- Argue or raise your voice when faced with threatening behavior.
- Bring guns or other weapons to work.
- Make sexual remarks, write sexual notes, or make unwanted sexual advances.

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