

IN AN EMERGENCY

For crimes in progress, violent incidents or specific threats of imminent violence, call 9-1-1.

Immediately contact the local Police (633-7575) or have someone call for you if an individual

makes threats of physical harm toward you, others, or him/herself;

has a weapon; or behaves in a manner that causes you to fear for your own or another's safety

Use a phone out of sight/hearing of the individual. The police will respond and take appropriate action.

1. Do not attempt to intervene physically or deal with the situation yourself. It is critical that the police take charge of any incident that can or does involve physical harm.

2. Get yourself and others to safety as quickly as possible.

If possible, keep a line open to police until they arrive. If you cannot stay on the line, call 911 and the dispatcher will direct the police to you. The more information the police receive, the more likely they can bring a potentially violent situation to a safe conclusion.

Post Incident Response

When a violent incident occurs, many are affected: the victim, witnesses, bystanders, as well as friends, relatives, and co-workers of those involved in or witnessing the event.

Emergency Phone Numbers

Police: 633-7575

Fire: 911

Bomb Threat: 633-7575

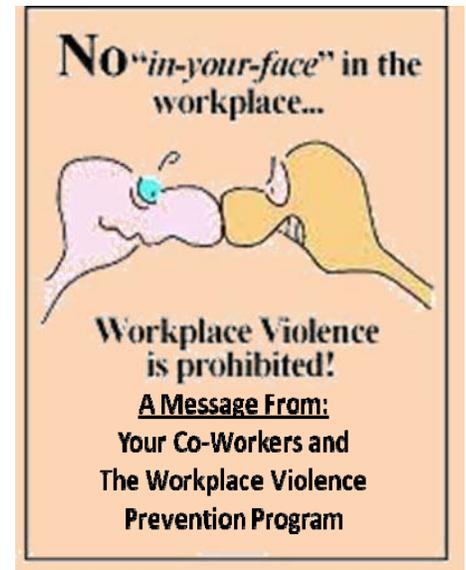
Ambulance: 118 (Civ.—Italian)

Carabinieri 633-8707

OPNS Center 633-7684/7033



PREVENTION OF WORKPLACE VIOLENCE PROGRAM



Darby Military Community
Camp Darby, ITALY

WHAT YOU NEED TO KNOW

Preventative Steps to Maintain a Safe Workplace

Workplaces prone to disruptive incidents are often characterized by high levels of unresolved conflict and poor communication. Conflict at work is normal, but must be addressed promptly and effectively, not avoided or suppressed.

Disruptive behavior can be reduced or prevented by facilitating a workplace environment that promotes healthy, positive means of airing and resolving problems (methods that do not disrupt the workplace or harm or frighten others). It is also essential to improve the conflict management skills of managers and staff, to set and enforce clear standards of conduct, and to provide help (e.g. mediation and counseling) to address conflicts early.

What is Disruptive, Threatening or Violent Behavior?

IMCOM policy prohibits disruption and obstruction of it's functions and activities, verbal threats, and behavior endangering the health or safety of any individual.

Disruptive behavior disturbs, interferes with or prevents normal work functions or activities. Examples: yelling, using profanity, waving arms or fists, verbally abusing others, and refusing reasonable requests for identification.

Threatening behavior includes physical actions short of actual contact/injury (e.g., moving closer aggressively), general oral or written threats to people or property, ["You better watch your back" or "I'll get you"] as well as implicit threats ["you'll be sorry" or "this isn't over"].

Violent behavior includes any physical assault, with or without weapons; behavior that a reasonable person would interpret as being potentially violent [e.g., throwing things, pounding on a desk or door, or destroying property], or specific threats to inflict physical harm [e.g., a threat to shoot a named individual].

Indicators of Problem Behavior

Below is a list of behaviors and attitudes that may be indicators of disruptive, threatening, or violent behavior. If you observe a **pattern** of such behaviors and attitudes that causes you concern, please call a member of the Threat Assessment Team for a consultation.

Behavior

Upset over recent event(s) [work or personal crisis]

Recent major change in behavior, demeanor, appearance

Recently has withdrawn from normal activities, family, friends, co-workers

Intimidating, verbally abusive, harasses or mistreats others

Challenges/resists authority

Blames others for problems in life or work; suspicious, holds grudges

Use/abuse of drugs and/or alcohol

Unwelcome obsessive romantic attention

Stalking

Makes threatening references to other incidents of violence

Makes threats to harm self, others, or property

Weapons - has or is fascinated with weapons

Has known history of violence

Has communicated specific proposed act(s) of disruption or violence

Attitude

Is isolated or a loner

Morally superior, self-righteous

Feels entitled to special rights and that rules don't apply to him/her

Feels wronged, humiliated, degraded; wants revenge

Believes to have no choices or options for action except violence