Workplace Violence: Recognizing, Preventing And Responding Picture This



In the image, two employees are physically fighting in the middle of an office, with one worker striking the other in the face while the victim tries to block the blow with a folder. This is a severe escalation of workplace violence that puts both workers and bystanders at immediate risk of injury. There is no supervisor or trained responder present, and the conflict appears to have gone unchecked long before reaching this physical level. This scene reflects a complete breakdown in conflict management and early-intervention procedures.

Workplaces must train employees to recognize early warning signs such as shouting, verbal aggression, intimidation, and escalating tension before they reach physical confrontation. Clear reporting channels, supervisor involvement, and a zero-tolerance

violence policy help intervene early. Trained personnel should de-escalate the situation and ensure employees involved are separated and supported. Creating a culture of respect, communication, and immediate reporting is essential to prevent violence and keep the workplace safe.