

Attention Employers

by Chris Puls –
Author of “Safe Home Visits”



The safety of your employees is your responsibility. The risk management supervisor should include important safety concerns in the policies and procedures manual so that everyone can be safe.

Make sure your company or organization has Risk Management policies in writing that handle ‘in home’ situations. These are written rules for how certain situations should be handled. Do those Risk Management procedures include the relevant items discussed in my book?

What would happen if one of your employees was seriously hurt or killed by a criminal or client and the media ran the story on the six o’clock news? If you are in denial and believe that “It won’t happen,” please read my book for the facts.

Read the news clippings and statistics at the beginning of the book and realize that it only takes one mentally unbalanced person to completely change the life of the employee and the image of the company. It would be easier to institute and enforce certain security measures than to deal with the tragic aftermath of an incident.

The courts have consistently held employers liable for protecting employees from known hazards and for the peace and efficiency in the workplace.¹

Safe Home Visits covers several of the possible hazards that could be considered “known” even if you never read this book; Things that the courts could consider “a reasonable risk that you should have foreseen and taken measures to prevent.” You may have better legal footing if policies are in place (and enforced) to protect your employees. However, policies and procedures will not hold any weight if most of the employees can say they were not aware of the risks and policies or that the policies were never used.

A seminar that informs employees about the potential risks, while also giving them the skills they need to prevent incidents will help get everyone working together to make safety a higher priority.

Preparation and education can greatly reduce a person’s chances of becoming a victim of crime. If an employee does become a victim, chances are high that it will negatively affect their work performance (if they are able to continue to work.)

Some of these effects could include:

- Feeling angry and taking it out on others
- Desire for revenge or vengeance.
- Replaying the event in the mind repeatedly is common. Their mind will not be on their work.

- Feeling afraid that the attacker will find them or that another attack will occur if they go back to work.
- Pervasive fear and/or anxiety
- Self destructive or impulsive behaviors
- Not being able to sleep or having terrible nightmares.
- Feeling helpless or ineffective because it seems control of their life has been lost.
- Not wanting to be left alone or to work alone
- Trouble concentrating and making decisions.
- Crying uncontrollably or a feeling of no emotions.
- Hyper sensitive to touch or sudden noises.
- Depression

For more information, a web search for “work place violence policies” can enlighten you. OSHA also has many pages on their website devoted to work place violence, its recognition and prevention. Go to: www.osha-slc.gov and type in “workplace violence” in the site search box.

While OSHA focuses mainly on crimes that involve co-workers or violence in an office type setting, My book and presentations fill in the gaps to address the in-home working environment.

If you would like me to speak to your employees, I am available to do seminars and workshops for your company, organization or group. Session length and content is flexible to meet your needs.

Seminars assure that employees are informed.

To inquire about my availability to do a seminar, please visit:
www.SafeHomeVisits.com

Thank-you,

Chris Puls