

Workplace violence in abc corporation

Sociology, Violence



Axia College Material Appendix E Evaluating Safe Working Conditions

Directions: Read each scenario and answer the following questions. 1.

WorkplaceViolenceSam is a security officer for ABC Corporation in the Phoenix area. He is always stationed at the security desk in the main lobby to greet employees and visitors. One day he observed an employee from the finance department muttering something under his breath and acting strangely as he walked by the security desk.

He noticed this same behavior the following day. On the third day, there was a shooting in the finance department. The director of finance and her administrative assistant were shot and killed by the employee exhibiting strange behavior; the employee committed suicide prior to the arrival of the police. What should Sam have done prior to the incident? Should the security officer have notified anyone about the employee's strange behavior? What company policies do you think should be in place regarding situations similar to this? Explain your answer. I think that Sam should have stopped the man and talked to him, sometimes that's all it takes to change a bad situation and prevent future violence. Sam also should have notified not only his boss but also the finance director and supervisor and let them know what he witnessed. Mediation could have helped the situation and changed the outcome drastically.

I think that company policies should include but not be limited to notify immediately the supervisors of distraught parties. The company may also invest in a company counselor or mediator who is trained in crisis prevention and can help disgruntled employees. Employee's my find that having someone to talk to is of great benefit to them and will result in happier

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employees. 2. Sexual Harassment Harriet is a new security officer working in the Foxwoods Mall. She has been working in this capacity for the past three months. She patrols the mall on the 3 - 11 p.

m. shift and watches out for the safety of the patrons. Ralph, a 40-year-old divorced male, is her supervisor. Ralph has been working mall security for five years and expects a promotion in a few months. Ralph has approached Harriet on several occasions in the security break room. At one point, he complimented her figure. On another occasion, he asked her what she was doing after work.

Harriet feels this is unwanted contact between the supervisor and herself. What should Harriet do? Do you think these contacts constitute sexual harassment? What policies and procedures should this company have in place regarding this type of situation? Explain your answer. Harriet should first tell Ralph that his advances are unwanted and that if they do not stop she will report him. He may not realize that his advances are making her uncomfortable. If after she talks to him he does not stop them, then she should take it to his supervisor and let him/her know what is going on and how it makes her feel. Yes the remarks that he is making could be considered harassment and considered offensive. The company should have a strict law regarding sexual advances and harassment, which should include listed punishments for that type of behavior as allowed by their state.

. Drug Use and Abuse James is a five year supervisory security officer with World Wide Security Network, which provides contract security for a large automotive plant in the metropolitan area. Their motto is " Safety is our

business. ” Due to his experience, James believes a subordinate but seasoned security officer is exhibiting signs of drug use. The security officer has increased absenteeism, often seems tired and unfocused, and his work does not meet minimum security standards for the company. James has spoken to his subordinate on several occasions but his performance has not improved. World Wide Security Network does not currently test its employees for drug use.

James believes his security officer is abusing drugs. Do you think his suspicions are reasonable under the circumstances? What should James do? Do you think drug testing, especially of security personnel, should be required? Explain your answer. I feel that James’s suspicions are reasonable given the circumstances and James has a right to be concerned. If the officer is working under the influence of drugs or alcohol, he is putting everyone at risk for injury or violence because he may miss something critical. James should notify his supervisor of what he suspects and request that the man be tested to confirm or deny his suspicion. I think that drug testing should be mandatory for security officers because their job is to protect and they can’t do a good job if they are under the influence. In addition to that I find that we would have more dedicated employees, less absences, and a better moral if people who are drug free are employed.