



San Francisco Juvenile Probation Department

Juvenile Hall Policy and Procedures Manual

Chapter 2 - Personnel

Policy 2.11a - Workplace Violence Prevention Appendix A

Levels of Workplace Violence

Level 1: Indirect non-verbal or verbal behavior which by intent or impact is intimidating.

- i. Refuses to cooperate with immediate supervisor
- ii. Spreads rumors and gossip to harm others
- iii. Consistently argues with co-workers
- iv. Acts belligerently towards the public
- v. Excessively swears at others
- vi. Makes unwanted sexual comments

Level 2: Direct expression of intent to do harm.

- i. Argues increasingly with the public, co-workers, or management
- ii. Refuses to obey department or City Policies and

Procedures

- iii. Sabotages equipment or steals property for revenge
- iv. Verbalizes wishes to hurt others
- v. Sends violent notes to others
- vi. Sends sexual notes or makes sexual advances to others
- vii. Sees self as victimized by management ("ME against THEM")
- viii. Makes verbal or physical threats
- ix. Acts out anger (slams doors, punches walls, instigates fights)
- x. Makes suicidal or homicidal threats or gestures
- xi. Brandishes or threatens to use weapons

Level 3: Frequent displays of intense anger or attempts to control or retaliate against others.

- i. Engages in physical fights
- ii. Destroys property (includes arson)
- iii. Makes recurrent suicidal or homicidal threats or gestures
- iv. Abducts or restrains others
- v. Uses weapons to harm others
- vi. Stalks others