

OSC 10
Ohio Safety Congress & Expo

KEEP OUT THE KILLERS:
Adopting safe hiring and retention practices

414
Scott Warrick, JD, MLHR, CEQC, SPHR
Tuesday, March 30, 2010 1 to 2 p.m.

How Violent Are We?

*3 Murders Occur In The Workplace
Everyday In America*

*Homicide Is The Second Leading Cause
Of Death In The Workplace*

*Homicide Is The LEADING
Cause Of Death In The Workplace
For Women*

How Violent Are We?

*Over 1,000,000 Assaults Occur In The
Workplace Every Year...*

**That Is 18,000
Physical Assaults Every Week**

*How Do You Define
“Workplace Violence”?*

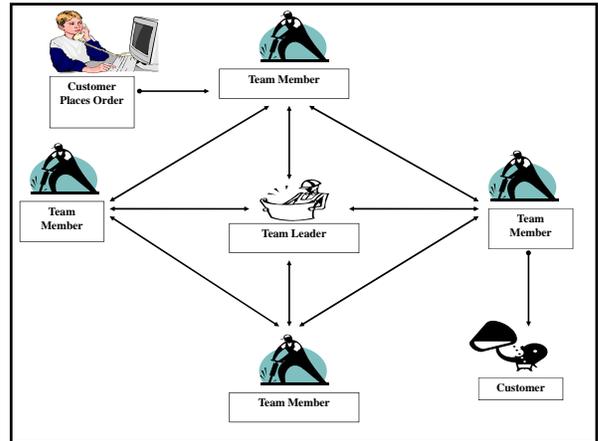
**“Any actual or threatened
physical, verbal or nonverbal
abuse occurring
in or outside of
the work setting.”**

*What Should Be Included
In A Proper Substance
Abuse Policy?*

EMOTIONAL INTELLIGENCE:



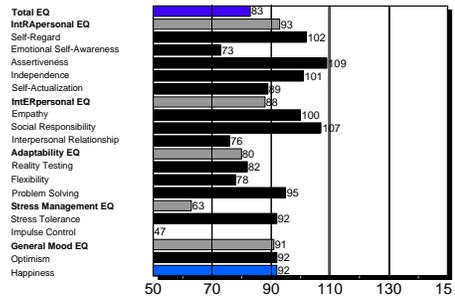
Can You Control Your EGO & EMOTIONS?



Why “Emotional Intelligence”?

- *EI managers reduced lost time accidents by 50%,*
- *They reduced grievances from an average of 15 per year to 3 per year &*
- *They exceeded productivity goals by \$250,000*

Fired VP of HR

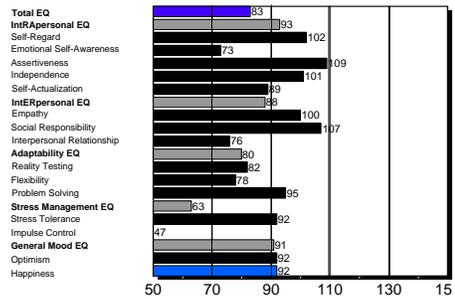


“DRAG” & High Performance

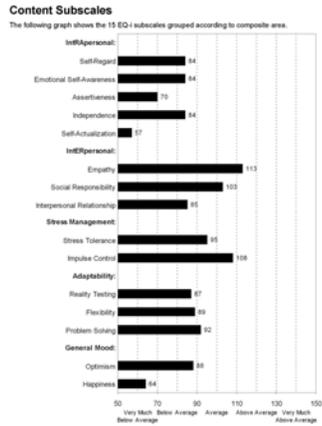


What Is Slowing YOU Down?

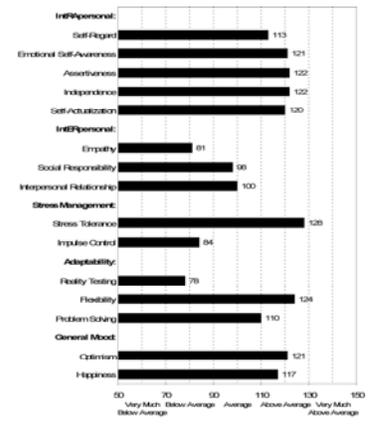
Fired VP of HR



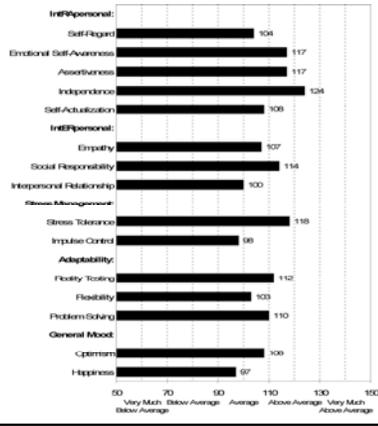
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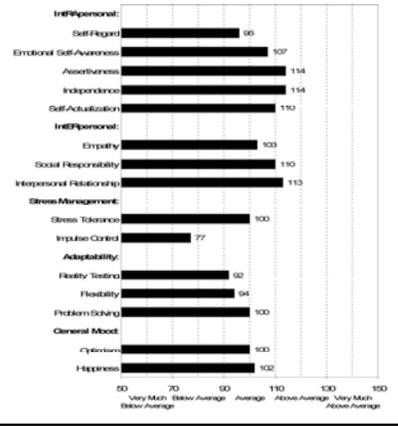
DAVE'S SCORES



BETTY'S SCORES



BETSY'S SCORES



What Should Be Included In A Proper Substance Abuse Policy?

Reasonable Suspicion

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Reasonable Suspicion

Reasonable Suspicion WITH Post-Accident

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Reasonable Suspicion

Reasonable Suspicion WITH Post-Accident

Pre-Employment, Safety Sensitive, Transfer or Promotion Testing, Customer Required Testing & Follow Up Testing

What Should Be Included In A Proper Substance Abuse Policy?

Odor of Alcohol

What Should Be Included In A Proper Substance Abuse Policy?

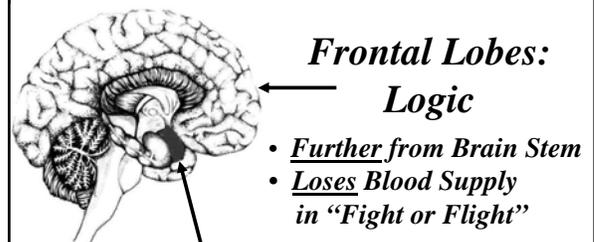
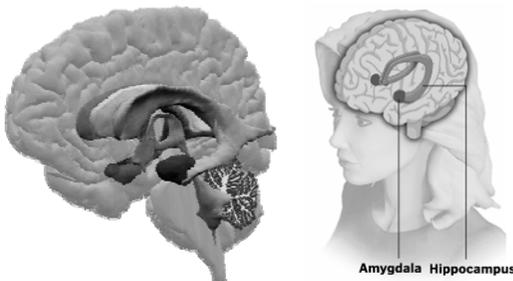
Odor of Alcohol

Use of Legal Drugs

Have You Ever Heard Someone Say...

“What drugs someone uses on their own time is none of the company’s business...”

What Does The Amygdala Look Like?



**Frontal Lobes:
Logic**

- Further from Brain Stem
- Loses Blood Supply in “Fight or Flight”

The Amygdala: Emotions

- Closer To Brain Stem
- Retains Blood Supply in “Fight or Flight”

**What Does A “Normal” Brain Look Like?
SURFACE BLOOD FLOW SCANS**



(FOREHEAD)
TOP SURFACE VIEW



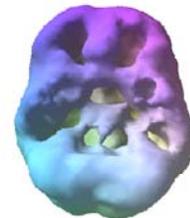
(BASE OF HEAD)
UNDER VIEW

ALCOHOL AND DRUG ABUSE

Marijuana



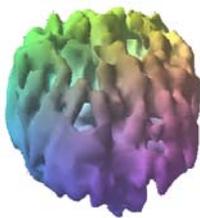
18 yr. old:
3 year history of
4 x week use



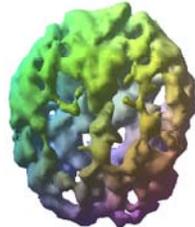
16 yr. old:
2 year history of
daily abuse

ALCOHOL AND DRUG ABUSE

Heroin & Methadone

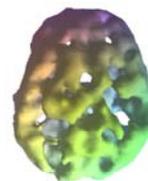


39 yr. old:
25 year history of
frequent heroin use



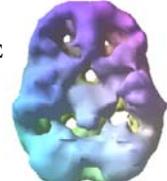
40 yr. old:
7 years on methadone

ALCOHOL: 38 yr. old 17 yrs. of heavy weekend use

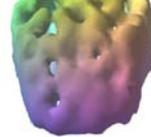


TOP
SURFACE

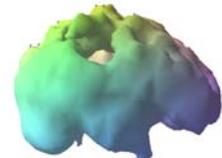
UNDERSIDE



RIGHT SIDE



FRONT
FOREHEAD



**BACKGROUND CHECKS:
Legal Parameters**

**BACKGROUND CHECKS:
Legal Parameters**

Fair Credit Reporting Act

***BACKGROUND CHECKS:
Legal Parameters***

Fair Credit Reporting Act

**Permission to
RELEASE INFORMATION
&
RELEASE OF LIABILITY**

BACKGROUND CHECKS

Fair Credit Reporting Act

Criminal Check

Credit Check (Pertinent to Job?)

BACKGROUND CHECKS

Fair Credit Reporting Act

Criminal Check

Credit Check (Pertinent to Job?)

For more information, contact:

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