

SEKOPS

Effective Ways to Reduce Conflict in the Workplace



Cost of Insider Threats

Minimum-Maximum OSHA Fines (2023)

Type of Violation	Penalty
Serious	\$1,116 - \$15,625 per violation
Other-Than-Serious	\$0 - \$15,625 per violation
Willful or Repeated	\$11,162* - \$156,259 per violation
Posting Requirements	\$0 - \$15,625 per violation
Failure to Abate	\$15,625 per day past the unabated date

* Note: For each repeated other-than-serious violation without initial penalty, the following GBP schedule shall be exacted: First repetition - \$446; Second repetition - \$1,116; Third repetition - \$2,232



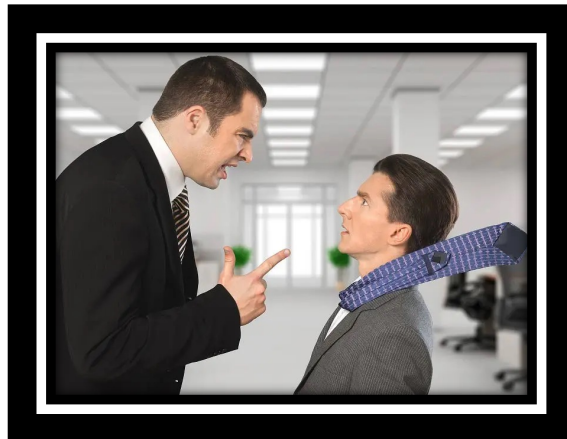
Did You Know?

- The total average annual cost of insider threat incidents **\$15.4 million**
- Annual cost for negligent insider incidents **\$6.6 million**
- Annual cost for criminal insider threat incidents **\$4.1 million**

Organizational Factors

Toxic Work Environment

- High turnover and absenteeism
- Low morale and motivation
- Increased stress and anxiety
- Lack of trust and collaboration
- Lack of initiative and creativity
- Decline in work quality
- Erosion of ethics and values



Positive Work Environment

- Open communication
- Recognition and appreciation
- Supportive leadership
- Collaborative environment
- Work-life balance
- Fair and inclusive policies
- Emphasis on ethics and values



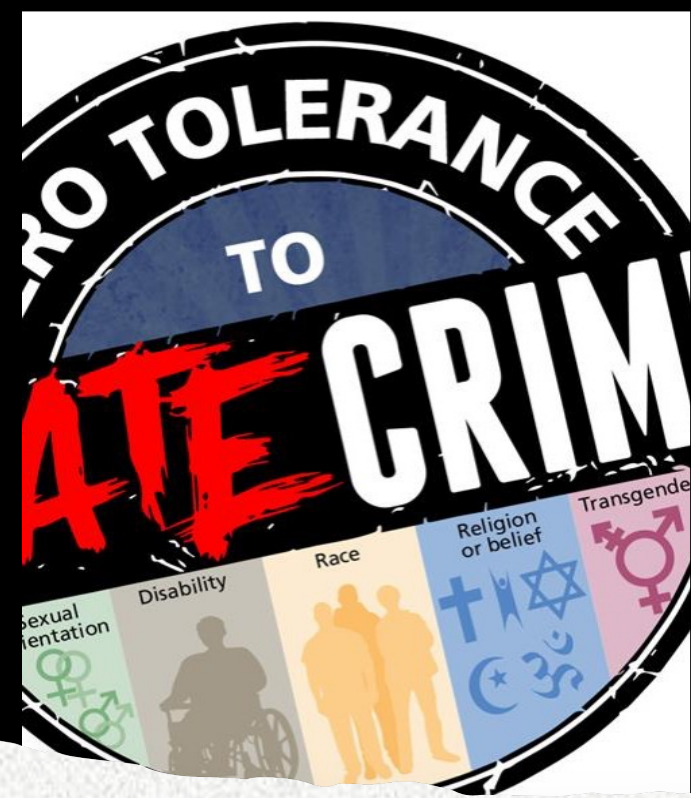
Violence Indicators

- Intimidation tactics
- Unexplained absence
- Harassment and
- Change of behavior
- Stalking



suicidal

plaining about



PREVENT WORKPLACE VIOLENCE

Act Now: Effective policy,
training, and action may save
lives.

Train members of the workforce to:

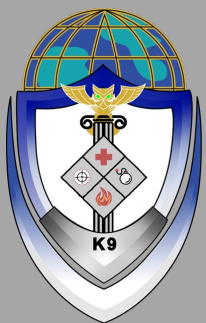
- Recognize warning signs
- Report any overly concerning or hostile behaviors
- Complete active shooter preparedness training
- Develop an individual response plan
- Behave professionally at all times



Conflict Mitigation Measures

- Prioritize preemployment screening and the interview process
- Establish ground rules on day one (on-boarding)
- Establish safety and protection programs
- Schedule professional development & realistic training regularly
- Create and institute impartial organizational policies and practices
- Schedule sensing sessions quarterly
- Address inappropriate behavior immediately
- Establish incentive-based and positive reward systems
- Conduct emergency preparedness exercises annually
- Promote & embrace equity and diversity

Conclusion



SEKOPS

PROTECTING YOU FROM THE
KNOWN AND UNKNOWN



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