

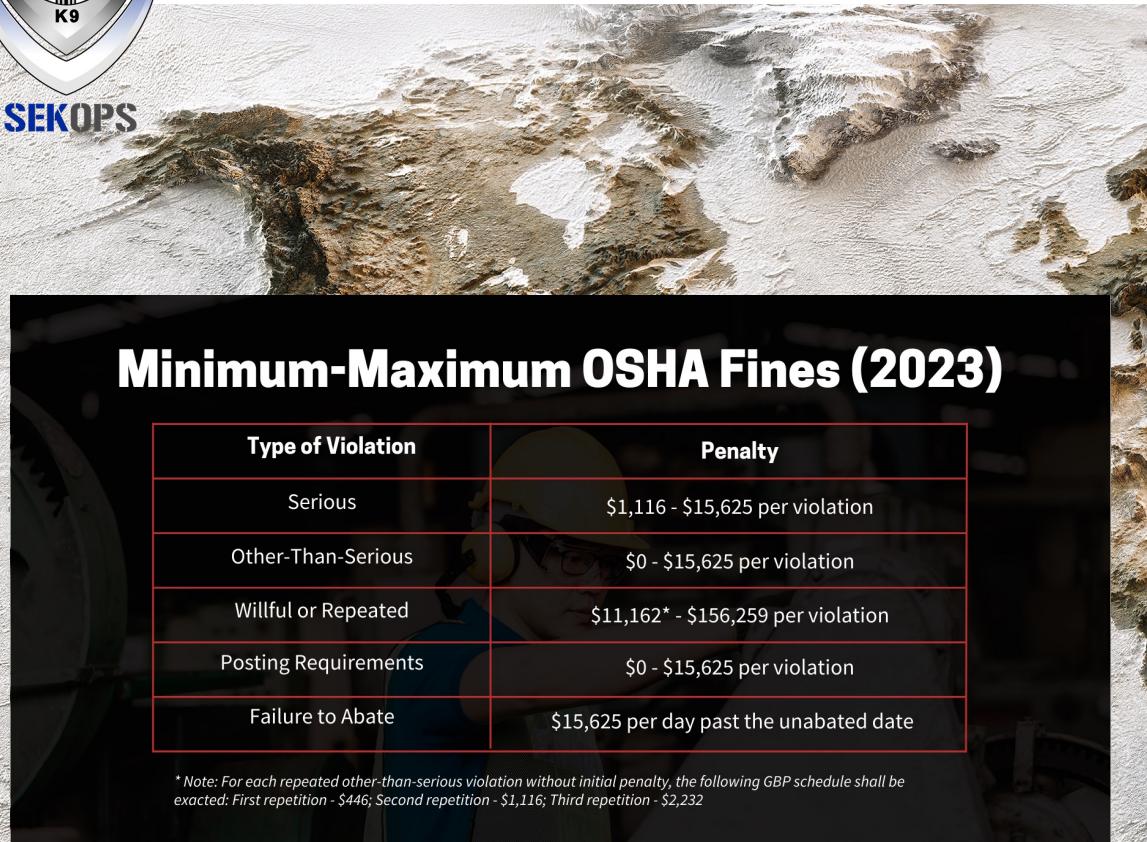
**SEKOPS**

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## **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?

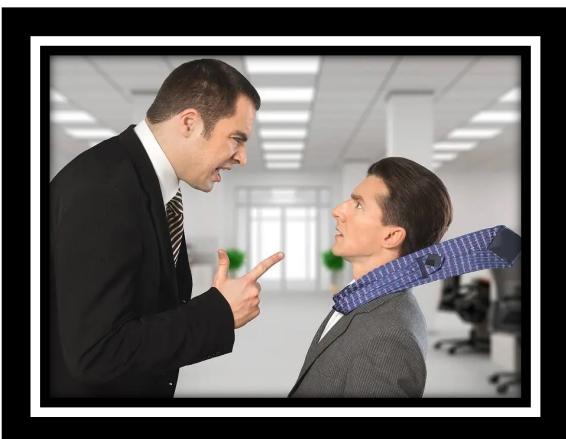
- The total average annual cost of insider threat incidents **\$15.4 million**
- Annual cost for negligent insider incidents **\$6.6 million**
- Annual cost for criminal insider threat incidents **\$4.1 million**



# 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

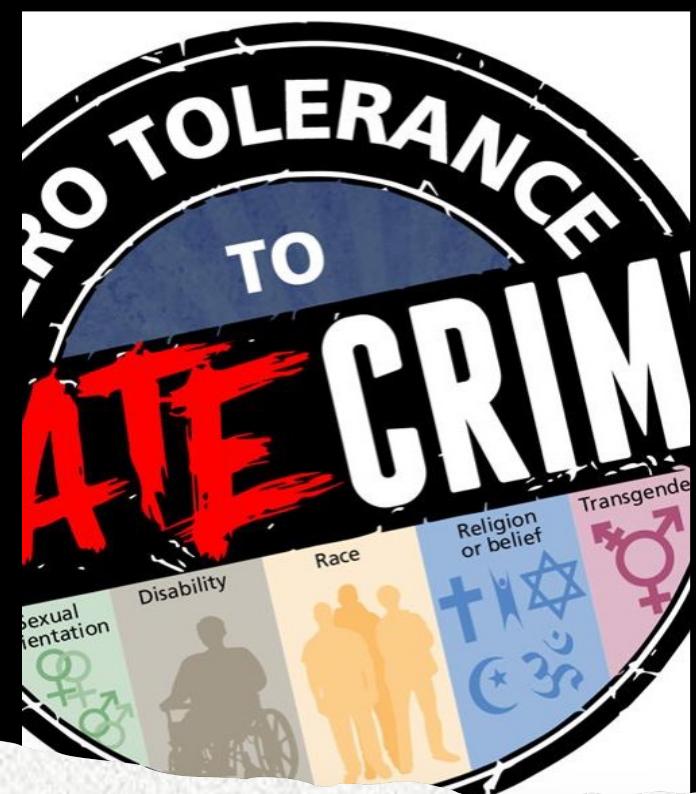
- Intimidation tactics
- Unexplained absence
- Harassment and threats
- Change of behavior
- Stalking



suicidal

complaining about

# 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



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KNOWN AND UNKNOWN

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