

safety lately



A monthly newsletter from A&A Elevated Facility Solutions



Workplace Violence Awareness & Prevention

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October is National Bullying Prevention Month, making it the perfect time to raise awareness about workplace violence. Janitorial workers, especially those working alone or on night shifts, are at higher risk of facing aggressive behaviors. From verbal threats to physical assault, workplace violence can happen anywhere. It is our shared responsibility to stay alert, respond appropriately, and protect one another.

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WHAT IS WORKPLACE VIOLENCE?

Workplace violence includes any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. It ranges from threats and verbal abuse to physical assaults and even homicide.

WARNING SIGNS & RED FLAGS

- Direct or veiled threats against coworkers
- Paranoid behavior or intense mood swings
- Obsession with weapons
- Excessive anger over workplace decisions
- Romantic interest that is not reciprocated
- Decreased productivity and deteriorating relationships

PREVENTION TIPS

- Encourage respectful communication and teamwork
- Report any concerning behavior immediately
- Never dismiss threats, even if made jokingly
- Learn basic de-escalation skills
- Review emergency procedures regularly

WORKPLACE COMMUNICATION: WORDS TO USE & AVOID**Words to Say:**

- Encourage respectful communication and teamwork
- Report any concerning behavior immediately
- Never dismiss threats, even if made jokingly
- Learn basic de-escalation skills
- Review emergency procedures regularly

Words to Avoid:

- "Calm down!" (can escalate the situation)
- Sarcasm, yelling, or accusatory language
- Threats or personal insults
- Dismissive statements like "You're overreacting"

WORKPLACE VIOLENCE BY THE NUMBERS

- The U.S. experiences over 20,000 workplace violence incidents annually (Bureau of Labor Statistics)
- Workplace violence is the 4th leading cause of fatal occupational injuries in the U.S.
- Nearly 2 million American workers report being victims of workplace violence each year
- 1 in 7 workplace deaths is caused by violence (OSHA)

REPORTING CONCERNS

Workplace violence prevention isn't just a policy—it's about protecting our team. If you have any concerns or witness behavior that may put someone at risk, notify your immediate supervisor or contact Human Resources. HR will coordinate with the Labor Relations Department to address the issue through proper procedures.

KNOW YOUR RIGHTS

As an employee, you have the right to:

- A safe and respectful workplace, free from violence, discrimination, and harassment
- Report safety concerns or inappropriate behavior without fear of retaliation
- Access your company's workplace policies and procedures
- Participate in training and safety drills

All reports are confidential and handled seriously. Your voice matters—never hesitate to speak up.



Herbal Tea for Immune Protection

As we approach the fall months, the colder weather is accompanied by colds and other viral infections. Herbal teas may support immune health due to their high content of polyphenols (flavanols) and antioxidants. The most common teas include black, oolong, white & green tea; all coming from the *Camellia sinensis* plant, and each is uniquely processed for their distinct flavor. In contrast, herbal teas derived from herbs, plant roots, leaves, and spices provide the most beneficial immune protection.

HERBAL TEAS FOR IMMUNE SUPPORT

- Turmeric (curcumin) tea, decreases inflammation, antioxidant-rich, and supports overall immune health by regulating immune response in responding to foreign substances
- Ginger tea, helps fight infections
- Licorice root tea, has both antimicrobial and antiviral properties in addition to the immunomodulatory effect of activating immune cells and regulating cytokine levels
- Hibiscus or Elderberry tea- vitamin C-rich teas that help support overall immune health

HEALTHY HABITS TO SUPPORT IMMUNE HEALTH:

Taking care of ourselves through nutrition, exercise, and good hygiene habits is an excellent way to help support immune health. Consuming a balanced diet of fresh produce, whole grains, lean proteins, and plenty of water throughout the day. Limiting your intake of inflammatory producing foods such as sugar-laden foods, fried foods, and alcohol. Lastly, engaging in good hygiene by washing hands before eating and after using the restroom helps to reduce exposure to germs/viruses.

