

# Premium Web Conference: Returning Employees After a Violent Incident



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**Speaker:** Glenn French, MSW, RSW (C) OACCPP

Tragically, violence including an employee suicide can occur in virtually any workplace, without warning or reason. Whether a despondent employee, unhappy customer or random assailant, the challenge for employers is to anticipate, plan and respond to whatever the occurrence. Quite often employers fail to anticipate the challenges of returning employees to a workplace that has been “shattered” by some form of violence. This session will focus on the best practices for returning employees to a workplace while demonstrating compassion and sensitivity.

Participants can expect to learn:

- Return-to-work considerations in advance of a violent incident
- Common employee reactions, fears and expectations
- Strategies for engaging dependents and the larger community
- How to manage those who linger or falter
- Key communication considerations
- Long-term considerations and the importance of remembrance

*\*This webinar is hosted by SafetyNow. HR Insider members are invited with special early-bird pricing. Reserve your seat today to get the best price.*

**Glenn French, MSW, RSW (C) OACCPP**

✖ Mr. French is the President and CEO of the Canadian Initiative on Workplace Violence, based in Toronto, Canada. Within the mental health field, Mr. French has held many senior administrative and clinical positions within both the private and public sectors. Many of Canada’s leading organizations interested in the safety and wellbeing of their employees have retained him.

Established in 1999, the Canadian Initiative is a consultancy that studies trends in workplace conduct within Canada. In addition, they research and catalogue the practices, which organizations and unions are employing to reduce the risk of workplace aggression. The Canadian Initiative is committed to the sharing of this information with others who are interested in arriving at a better understanding of violence from a Canadian perspective and what we can do to prevent it. In addition, the Canadian Initiative works with employers to set policies and procedures, conduct organizational risk assessments, as well as, provide a wide range of educational programs for both employees and management.

The Canadian Initiative has been showcased on the CBC (The National), CITY TV, CTV, Global Television, within The National Post, Globe & Mail, Toronto Star and multiple print dailies across Canada, as well as wide coverage on radio and trade publications, including Public Safety Canada's Prevention Magazine.

In 2001, the Canadian Initiative partnered with the Federal Government in planning for the first North American conference on workplace violence as part of the North American Agreement on Labour Cooperation, including both United States and Mexico. Mr. French was invited to address the 9th Global Conference on Occupational Health and Safety sponsored in part by the World Health Organization held in Merida, Mexico where he tabled his most recent paper entitled "Towards a Global Standard for Workplace Conduct". He has also been an invited speaker for such organizations as the American Federation of Labour, Osgood Law School and the Canadian Human Rights Commission to name but a few.