

Protecting People and Property:

Effective Violence and Harassment Prevention
Strategies for Warehouses and Distribution Centre

Addressing Major Security Concerns

- **Active Threat Situations:** The increasing risk and critical need for preparedness
- **Physical Violence and Harassment:** Impact on morale, and employee safety
- **Developing Comprehensive Security Protocols:** Systems and process to best protect people

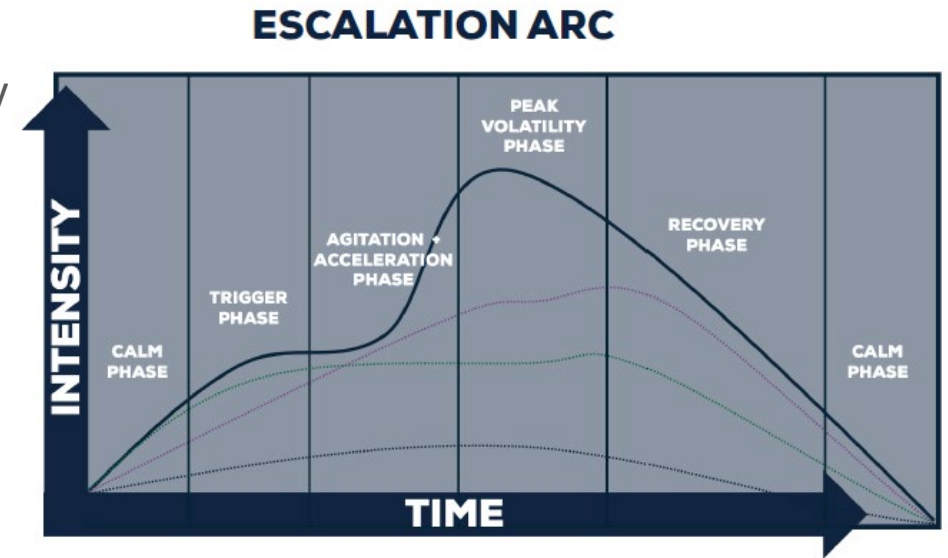
Addressing Active Threats

- Employee role in responding to an active Threat situation
- Emergency evacuation and lockdown protocols
- Drills and simulations to test readiness
- Communication protocols during and after an event
- Role of law enforcement and emergency services in response

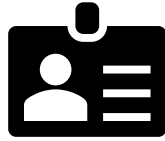


Violence and Harassment Prevention Programs

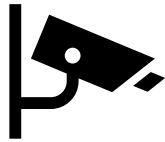
- Creating a zero-tolerance policy for violence and harassment
- Encouraging open communication and reporting mechanisms
- Signs of escalating behavior
- Training for de-escalation



Prevention Strategies for Protecting People and Property



- **Access Control:** Who has access to specific areas ex: Badge systems where only authorized personnel enter sensitive areas.



- **Surveillance:** Install CCTV cameras in high-risk areas. Example: Cameras in warehouse, main lobby, break rooms. Key areas where people and product are this can deter theft and help identify suspects.



- **Security Personnel:** Having trained security guards who monitor the premises and enforce protocols. Security patrols during shifts to monitor for suspicious activity.



- **Suspicious Activity:** Training staff to spot unusual behavior, such as unauthorized individuals or workers acting aggressively. Example: An employee noticing someone acting strangely near the property and reporting it.

De-Escalation work sheet

https://www.cisa.gov/sites/default/files/2022-11/De-Escalation_Final%20508%20%2809.21.21%29.pdf

Retail Council of Canada

<https://www.retailcouncil.org/>

<https://www.retailcouncil.org/community/loss-prevention/>

<https://www.retailcouncil.org/retail-de-escalation-training-video-produced-by-rcc-epic-risk/>

<https://www.retailcouncil.org/wp-content/uploads/2025/01/Retail-Safety-Security-Guide-Ontario.pdf>



Q&A