

Risk Rating Scale

Probability ratings	Impact ratings
<p>Very likely (occurs frequently, 75-100% chance of occurrence in the next year) Likely (recurrent but not frequently, 25-75% chance of occurrence in the next year) Possible (could occur but uncommon, 10-25% chance of occurrence in the next year) Unlikely (occurs rarely, less than 10% chance in the next year) Very unlikely (almost never)</p> <p>Types of Workplace Violence Type I- External Perpetrator Type II- Client/Customer Type III- Employee Related Type IV- Personal Relationship</p>	<p>Catastrophic</p> <ul style="list-style-type: none"> fatality, coma, or severe emotional trauma, imminent danger to any life (code purple, code black, code silver) domestic violence (imminent threat to life at workplace) symptoms of horizontal violence where greater than 50% of workers have complained (grievances, documented events, excessive absenteeism) <p>Critical</p> <ul style="list-style-type: none"> debilitating injury, or significant emotional trauma, physical or psychological harm resulting in lost time ≥ 5 days, threats from external perpetrator, symptoms of horizontal violence where 25-50% of workers have raised concerns (grievances, verbal or documented events, excessive absenteeism), domestic violence resulting in physical/psychological injury in workplace <p>Minor</p> <ul style="list-style-type: none"> minor injury, or moderate emotional trauma, physical or psychological harm resulting in lost time 1-5 days, medical aid or first aid, symptoms of horizontal violence where 10-25% of workers have raised concerns (grievances, verbal or documented events, excessive absenteeism) domestic violence perpetrator has threatened all safety of workers in workplace (social media, phone calls, presence at workplace) <p>Negligible</p> <ul style="list-style-type: none"> no injury, no emotional trauma, minimal property damage, symptoms of horizontal violence where ≤10% of workers have raised concerns (grievances, verbal or documented events, excessive absenteeism), domestic violence observations, informal complaints

Risk Assessment Matrix

Probability rating	Impact rating			
	Catastrophic	Critical	Minor	Negligible
Very likely	High	High	High	Low
Likely	High	High	Moderate	Low
Possible	High	Moderate	Low	Very low
Unlikely	Moderate	Moderate	Low	Very low
Highly Unlikely	Low	Low	Low	Very low

Effort vs. Impact Scale

	Difficult to do	Easy to do
Major improvement	3	1
Minor improvement	4	2

For each action/control planned, rate it according to the numbers in the scale:

- If it is easy to do and will result in a major improvement — **1: Implement soon**
- If it is easy to do and will result in a minor improvement — **2: Implement soon**
- If it is difficult to do and will result in a major improvement — **3: Requires more detailed planning**
- If it is difficult to do and will result in a minor improvement — **4: No implementation required at this time**