

KROUT AND SCHNEIDER, INC. SERVICE PROFILE

WORKPLACE VIOLENCE INVESTIGATION/CONSULTATION

Workplace violence is a major concern with employers from coast to coast in the United States. In a recent Department of Justice study, it was learned that one million violent crimes occur annually in the workplace. In California, Cal-OSHA established guidelines for workplace security, and other states are following this course of action. Krout and Schneider has provided quality investigative services to major corporations and law firms for more than seventy-five years. Our firm has developed a program to address any issue of workplace violence utilizing labor counsel, health professionals, employee assistance and protective service consultants. The Krout and Schneider program includes:

COMPLIANCE

Our firm, working in coordination with the client's labor counsel, assures that our clients are in compliance with any state regulatory guidelines regarding workplace security.

PREVENTION

The first step is not hiring an employee prone to violence. Krout and Schneider's *SmartHIRE* division has conducted hundreds of thousands of pre-employment screening searches over the years. Training and education are the chief tools for identifying and preventing workplace violence. Our firm works with consultants to provide managers, supervisors and employees with training and instruction in recognizing violence awareness indicators, and how to manage employees with respect and consideration to prevent stress and violence on the job.

RESPONSE

In coordination with the client's labor counsel, health professionals and protective service consultants, Krout and Schneider has the experience, expertise and resources to respond immediately to any type of workplace violence emergency nationwide.