|  |  |  |  |
| --- | --- | --- | --- |
| **Consequences** | | | |
|  | **Extreme**  *Death or permanent disability* | **Major**  *Serious bodily injury* | **Moderate**  *Medical treatment and time away from work may be required\** | **Minor**  *First aid, no lost time* |
| **Likelihood** |
| **Very likely**  *Could happen frequently* | 1 | 2 | 3 | 4 |
| **Likely**  *Could happen occasionally* | 2 | 3 | 4 | 5 |
| **Unlikely**  *Could happen, but rare* | 3 | 4 | 5 | 6 |
| **Very unlikely**  *Could happen, but likely never will* | 4 | 5 | 6 | 7 |

**\*** Don’t underestimate “moderate” consequences. They could be very important — give them serious consideration.

**The scores (1 – 7) indicate how important it is to do something about each risk**

|  |  |  |
| --- | --- | --- |
| **1, 2, 3** | **HIGH** | Do something about these immediately |
| **4,5** | **MODERATE** | Do something about these risks as soon as possible |
| **6,7** | **LOW** | These risks may not need immediate attention |

**Factors to consider when determining:**

|  |  |
| --- | --- |
| **Likelihood** | **Consequences** |
| Number of times a situation occurs | Potential for chain reaction |
| Number of people exposed and duration | Substance concentration |
| Skills/experience of persons exposed | Material volume |
| Position of the hazard relative to people and other hazards | Speed of projectiles or moving parts |
| Special characteristics of workers that may affect the likelihood of an incident | Height of worker or lanyard |
| Quantities of materials or point of exposure | Worker position relative to the hazard |
| Environmental conditions | Weight of worker or hazard |
| Condition of the equipment | Forces and energy level |
| Effectiveness of existing control measures |  |

|  |  |  |  |
| --- | --- | --- | --- |
| Risk Assessment | **Conflict, bullying, harassment, violent encounters, workplace abuse** | | |
| Company Name |  | Workplace Location |  |
| Prepared by |  | Date: |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Assessment** | | | |
| **Tasks** | **Hazard(s)** | **Level of Risk** | **Control** |
| **Work with other crew members, irrigation, farm, ranchers, cowboys, public, varied volunteers, various persons in the course of travel, onboarding of new workers, training and assisting other workers, receiving and giving instruction.** | Conflict resulting in verbal or physical altercations. Conflict with, but not limited to: persons in discussions, conflict with those who are directing work, conflict with those who are working for you | **7**  Very unlikely, could happen but likely never will, Minor to extreme consequences | * If a person you are working or elsewise engaging with becomes aggressive or hostile and the incident is escalating, leave the area. * Consider and do an ongoing mental wellness consideration when in situations that are escalating. Be honest in your ability/capacity to work with that person should they become aggressive or hostile. Remove yourself from the situation. * Deescalate through stopping the argument. * Resist physical altercations. Leave if you must. * Do not engage in verbal altercations with an unruly or upset workmate, employer, or employee. Contact your supervisor if the matter cannot be resolved * Report the incident to your supervisor.   Active shooter:  Escape and run, secure, and hide as best meets the demands of the situation. |
| Active shooter |
|  |  |  |  |
|  |  |  |
| **Other Recommendations:** | | | |
| **Other Notes:** | | | |

