

Human Risk Assessment™

Ensuring a Healthy Work Environment

The Problem

Many organizations have implemented human resource policies and procedures and conduct educational programs to help ensure a safe and productive work environment. However, most organizations do not evaluate the effectiveness of these policies and programs and do not know how well they are working to prevent harassment, discrimination and other problematic behavior.

Although these policies and programs are well-intended, they can often result in the underreporting of serious problems because they generally require employees who are experiencing some form of harassment or discrimination to muster the courage to report the problem, and then endure a sometimes lengthy and humiliating investigative and remedial process. This approach can be costly to both employees and the organization and can result in long-term declines in staff morale and productivity.

The Need

To ensure that an organization's work environment is safe and productive, leaders need to know if their HR policies and educational programs are effectively preventing and reducing inappropriate and unlawful behaviors. Given the fear and sensitivity associated with these sorts of behaviors, it can be difficult to gather accurate and credible data about how often they are occurring and what impact they are having on employees and the organization.

The Tool

The *Human Risk Assessment™ (HRA)* is a web based survey used to gather data about the key aspects of an organization's work environment that impact productivity and safety in individual work groups and in the organization as a whole. These aspects include discrimination, violence, and aggressive behavior. The assessment can also be used to evaluate how well an organization's policies and educational programs are reducing problematic behaviors. This data can then be used to develop more focused and effective strategies and prevent and respond to complaints and grievances when they occur.

The Results

The HRA provides leaders the opportunity to proactively prevent inappropriate and illegal behaviors that can put an organization at serious legal and financial risk. By conducting the assessment, an organization can set the stage to significantly improve its performance in ways that include:

Learning what's working and what's not

- Evaluate the effectiveness of current HR policies and training programs
- Measure the impact of new initiatives on employee behavior

Reducing the risk of litigation

- Reduce the number of grievances and lawsuits
- Lower legal and insurance costs

Boosting productivity and morale

- Increase staff commitment to your organization's values and norms
- Redirect energy now lost in unproductive behavior

Attracting and retaining top-notch talent

- A safe and productive workplace is a powerful recruitment tool
- Employees who feel safe are less likely to leave

Want to learn more? Call or e-mail us for more information or visit our website.