



Toolbox Talk: Workplace Violence Awareness

Purpose: Prevent incidents, recognize warning signs, and know how to respond

What Is Workplace Violence?

Workplace violence includes **any act or threat of physical violence, harassment, intimidation, or disruptive behavior** that occurs at the jobsite.

This can involve:

- Verbal threats or aggressive language
- Intimidation, bullying, or harassment
- Physical fights or assaults
- Threats involving weapons

It can come from anyone: coworkers, supervisors, subcontractors, visitors, or members of the public.

Why This Matters on a Construction Site

Construction environments already involve:

- High stress and tight deadlines
- Loud noise and physical fatigue
- Conflicts over work methods, schedules, or safety issues

These factors can **escalate tensions quickly** if not addressed early.

Warning Signs to Watch For

Pay attention to behaviors such as:

- Sudden anger, yelling, or swearing
- Threatening jokes or comments
- Intense frustration over minor issues
- Isolation, withdrawal, or mood changes
- Signs of substance abuse
- Disregard for safety rules or authority

Trust your instincts. If something feels off, report it.

Prevention Starts with All of Us

We prevent workplace violence by:

- Treating everyone with respect
- Addressing conflicts early and calmly
- Avoiding confrontations or insults
- Following site rules and procedures
- Looking out for one another

Supervisors should:

- Encourage open communication
- Step in early when tensions rise
- Take all concerns seriously

What To Do If a Situation Escalates

If you feel unsafe:

1. **Remove yourself** from the area if possible
2. **Do not argue** or escalate the situation
3. **Notify your supervisor** or site safety lead immediately
4. **Call 911 if there is an immediate threat**

Never try to “handle it yourself” if violence or weapons are involved.

Reporting Is Not Snitching

Reporting concerns:

- Protects you and your coworkers
- Helps prevent serious incidents
- Is confidential and encouraged

There will be **no retaliation** for reporting safety or violence concerns.

Key Takeaways

- Workplace violence can happen anywhere—even here
- Early warning signs matter
- Respect and communication prevent escalation
- **Speak up before a situation becomes dangerous**

Discussion Questions (Ask the Crew)

- What are common stress triggers on this site?
- Who should you contact if you feel unsafe?
- How can we support each other better under pressure?



**Indiana Department of Labor and CCS
Monthly Partnership Report
December 2025**

The following companies are signatory to the IDOL/CCS Partnership Agreement:

AAA Roofing Co., Inc.

Advanced Rescue Solutions

AECOM Hunt

Airtek Construction

Allison Farms Lawn & Landscaping

ASI

Blood Hound, LLC

BMWC Constructors

Bowen Engineering Corporation

Broady-Campbell

Brown Sprinkler Corporation

C&C Sheet Metal, LLC

Cathodic Protection Management

Charah, LLC

CMS Corporation

D.A. Dodd, LLC

Denney Excavating, Inc.

Diversified Painting Co.

Edwards Electrical & Mechanical

Electric Plus, Inc.

Empire Contractors

Engineered Facades

ERMCO

F.A. Wilhelm Construction Co., Inc.

F.E. Moran, Inc. Fire Protection

F.E. Moran, Inc. Special Hazard Systems

Freitag-Weinhardt, Inc.

Garmong Construction Services

***Gaylor Electric, Inc.**

Georgia Western, LLC

Gibson-Lewis of Indianapolis, LLC

Gribbins Insulation Co., Inc.

Gurtz Electric

Harrell-Fish, Inc.

Henry C. Smither Roofing Co., Inc.

Hoist & Crane Service Group

Horning Roofing & Sheet Metal Co. LLC

Industrial Electric, Inc.

Interior Specialties

J.F. Electric, Incorporated

JDH Contracting

JMH Roofing Co., Inc.

Johnson Controls

JT Thorpe & Son, Inc.

Keramida

Kirk Erectors

Kleis Construction
Leach & Russell Mechanical
Lensing Wholesale, Inc.
Long Electric Co. Inc.
M.J. Electric, IPC
M.J. Electric, LLC
Mason Private Locating
Meade, Inc.
Mel-Kay Electric
Messer Construction Co.
Millennium Steel Inc.
Miller-Eads Co. Inc.
Nelson Insulation, Co.
Performance Contracting Inc.
Poettker Construction Company
Poynter Sheet Metal
PPMI Firestop
Premier Power Maintenance
R. Adams Roofing
R.L. McCoy, Inc.
Ragle, Inc.
Reliance Engineering
Richeson Contracting, Inc.
Ritter Plbg Co Inc.
River Town Construction, LLC
RLTurner
RSQ Fire Protection
Ryan Fireprotection, Inc.
Safety Medic
Santarossa Mosaic & Tile Co., Inc.
Scaffold King Rentals, Inc.

Shambaugh & Son L.P.

- **Dalmation Fire**
- **Ed Grace**
- **Havel**
- **ASG**
- **AS/CC**

Shiel Sexton Company, Inc.
Smock Fansler Corporation
Smoot Construction, LLC
Solid Platforms, Inc.
STAR Environmental
STATS International, Inc.
Steinberger Construction
Sterling Industrial, LLC
Sub-Surface of Indiana, Inc.
***Sullivan & Poore, Inc.**
****Superheat FGH Services**
The Blakley Corporation

- **Gates Company**
- **AWS**
- **Ceramic Tile and Terrazzo**

The Hagerman Group
The Skillman Corporation
The State Group Industrial (USA)
Tonn and Blank Construction
Triangle Enterprises, Inc.
Turner Construction Company
US Hydrovac Inc.
Wealing Brothers
Weddle Bros. Construction Companies
Wright Tree Service

DECEMBER RATES

Aggregate Partnership Days Away Restricted and Transfer (DART) Rate: 0.59

Total Number of OSHA Cases with Days Away, Restriction or Transfer X 200,000

18

Total Number of Hours Worked by Partners

6,096,935

Aggregate Partnership Total Recordable Case (TRC) Rate: 0.82

Total Number of OSHA Recordable Incidents X 200,000

25

Total Number of Hours Worked by Partners

6,096,935

YTD RATES

Aggregate Partnership Days Away Restricted and Transfer (DART) Rate: 0.21

Total Number of OSHA Cases with Days Away, Restriction or Transfer X 200,000

82

Total Number of Hours Worked by Partners

78,982,673

Aggregate Partnership Total Recordable Case (TRC) Rate: 0.57

Total Number of OSHA Recordable Incidents X 200,000

225

Total Number of Hours Worked by Partners

78,982,673

Incident Number	Date	Incident Narrative
1	12/2025	(G) Employee sustained fatal injuries during an incident at the jobsite involving local law enforcement.
2	12/2025	(H) While flow-testing a fire hydrant, spinning tools struck the employee's arm and leg, causing contusions.
3	12/2025	(H) Employee sustained stab wounds during an incident at the jobsite.
4	12/2025	(H) Employee was spotting for another worker performing overhead concrete drilling and, after hearing the drill stop, looked up and debris entered his eye, causing an eye injury.
5	12/2025	(H) A jammed hole-saw bit twisted unexpectedly, resulting in a fractured wrist injury.
6	12/2025	(H) Employee sustained an elbow contusion and a concussion after stepping out of a truck and slipping, striking their elbow and head on the running board.
7	12/2025	(H) Employee fell from an elevated walk board on a masonry scaffold, resulting in a compound fracture of the leg.
8	12/2025	(H) Employee sustained a fractured kneecap after slipping on an ice-covered walkway.
9	12/2025	(H) Unknown
10	12/2025	(H) Employee's studded over-boots caught on rung of ladder and lost balance, resulting in a fracture.
11	12/2025	(H) Employee sustained tear in left forearm from falling while removing foam insulation from the control house vent.
12	12/2025	(I) While adjusting a piece of dunnage that had fallen, employee mis-stepped and fell off trailer, causing a fracture.
13	12/2025	(I) Employee sustained a fracture wrist while moving a cart outside and slipping and falling on ice.
14	12/2025	(I) While disassembling a pallet rack, a piece of wood struck the employee's ankle, resulting in a fractured ankle.
15	12/2025	(I) While being handed drywall on a lift, employee sustained a lower back strain.
16	12/2025	(I) Employee sustained a sprained wrist during use of a circular saw.
17	12/2025	(I) Employee slipped on the ice, resulting in a small fracture in the lower leg and ankle sprain.
18	12/2025	(I) While descending a pole, employee felt pain in left forearm as a result of a partial muscle tear.
19	12/2025	(J) Debris entered employee's eye while grinding, despite the use of safety glasses and a face shield, resulting in an eye injury.
20	12/2025	(J) A ratchet slipped while a steel hydraulic line was being removed from a backhoe, pinching the employee's right thumb against the cab frame and causing a laceration.
21	12/2025	(J) Employee stepped out of a side by side and rolled their ankle, resulting in a strain.
22	12/2025	(J) Employee removed a ladder from the truck rack and did not return the removal bar to its position; when he opened the passenger door, the bar struck him in the face, resulting in a nasal fracture.
23	12/2025	(J) While moving pipe with a telehandler, the operator shifted to avoid hitting module racks and a tire hit another employee's foot.
24	12/2025	(J) Employee sustained a wrist sprain from using a ProPress gun.
25	12/2025	(J) Material fell from hangers while employee was cutting ductwork down and struck them in the shoulder, causing a dislocation and tear.

*Companies on probation for not reporting statistics for December: Gaylor Electric, Inc. Sullivan & Poore, Inc.	**Companies Suspended due to Not Current Status: Superheat FGH Services
Companies removed from partnership: Brehob Corporation Browning Chapman, LLC N.M. Bunge, Inc. Summit Construction Co., Inc.	Companies added to partnership: