

WORKPLACE VIOLENCE INSURANCE

for Tech/IT Companies

What is Workplace Violence Insurance?

One of the newest and most frightening exposures facing employers is workplace violence. Workplace Violence coverage is protection against the expenses that a company can face resulting from incidences of workplace violence, including the cost to hire independent security consultants and public relations experts, as well as payment of death benefits and business interruption expenses.

When do I need Workplace Violence Insurance?

Employers have a duty to provide each employee with a safe and secure work environment. The workplace should be free of hazards that could potentially bring harm or even death to the employee under federal and state OSHA regulations. Under this theory, an employer is vicariously liable for any actions committed by its employees within the scope of their employment.

At special risk are companies that:

- Deal with the public
- Exchange money
- Deliver goods and services
- Operate late at night

Even companies that do their best to provide a positive, fulfilling work environment face exposure to threats caused by criminals, disgruntled employees, angry customers, stalkers, other violence-prone individuals

Workplace violence incidents can be devastating, to a company. Let us help you get your business environment back together after a workplace violence incident.

As employees try to beat the clock, meeting pressurized deadlines, how much stress in the workplace goes undetected? This stress might come from their work environment or their personal life. Sooner or later, employees or customers need to let off steam. You hope it doesn't result in violent behavior in your workplace.

Why do I need Workplace Violence Insurance?

Workers compensation policies cover on-the-job injuries, but generally exclude coverage for acts of lethal force or the threat of lethal force. That means you need separate insurance coverage to protect you against the aftermath of workplace violence.

According to Pinkerton Consulting's seventh annual survey of security profes-

Work Violence can result in homicide

Homicide is the second-leading cause of death on the job, behind motor vehicle crashes, according to the National Institute for Occupational Safety and Health. It is the leading cause of workplace death among women, though men face triple the risk of being victims. Every week, nearly 20 workers are murdered at their place of work. At special risk are companies that deal with the public, exchange money, deliver goods and services, work with unstable or volatile persons, or operate late at night.

The Insurance Information Network (IIN) says of the 650 homicides, 2 million assaults, and 6 million serious threats reported each year in the workplace, two-thirds of these are preceded by behavioral red flags.

What Is Workplace Violence?

Workplace violence is any physical force or rough action intended to or resulting in physical or mental harm to people where they work for their living. Warning signs are numerous: dramatic behavior changes, making threats, blaming others, voicing disgruntlement in a chronic fashion, and initiating intimidation.

Workplace violence is costly

The average workplace-violence incident costs employers \$250,000 according to law-enforcement agencies. USA companies lose \$1 billion annually in higher workers-compensation costs according to insurance-industry studies. Companies also suffer low productivity, greater inefficiency, reduced competitiveness and very bad public relations.



Providing Business Insurance Since 1895

InsureCast is a division of Gaston & Associates, Inc., a NY based insurance agency tracing its roots through 4 generations of family, and incorporated in 1895.

InsureCast's marketing territory is national in scope, and we hold property-casualty and life-health licenses in all U.S. states & DC — except Alaska, Hawaii, Iowa, North Dakota, Oklahoma, and West Virginia.

Our customers range from start-ups to public companies. We serve about four thousand clients nationally and throughout the world. We specialize in providing personal and commercial lines of property and casualty insurance, group health coverage, and individual life insurance.

InsureCast has become a world leader in technology insurance and professional liability insurance products for Information and Network Technology companies by proactively anticipating changing client needs in order to offer the most up-to-date solution.

Mission Statement

The mission of Gaston & Associates is to provide professional insurance services to the clients we represent.

- ✓ We strive to develop a customer base that will appreciate our service orientation and value added approach.
- ✓ We provide our clients with competitive, high quality insurance oriented products.
- ✓ We endeavor to maintain long-term customer relationships that are based on coverage and service.
- ✓ We embrace automation as a means to enhance service and improve communication.

To accomplish these goals, we establish departments, standards, workflows and procedures that enable us to provide a consistently high level of service to our customers. We staff each department with competent, ethical, individuals who are dedicated to continuing education and professional development.

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