

# Security Program Utilization

In the past, security programs were seen as a means to protect [company assets](#). Over time, security programs have evolved to play a much more impactful role within organizations. Not only do security programs continue to protect organizational assets, but they also help to make employees feel safe, secure, and comfortable. Through improving the overall wellbeing of employees, security programs help to boost productivity and in turn benefit both employees and organizations equally.



The key to a good security program involves having proper procedures and policies in place, but it is also important to recognize how the program is implemented. The training, the company culture, the employees, and how potential risks are conveyed all play a role in the success of a company's security program.

## WARNING SIGNS AND REPORTING

While warning signs can present themselves in numerous ways, here are some telltale signs that an individual might be struggling.

- Decline in hygiene
- Substance abuse
- Threats to oneself
- Increased expression of emotion
- Bizarre behavior or paranoia

While there are other signs, these are good examples of warning signs to keep an eye out for. Ultimately, there must be an issue in the employee's job performance to warrant further action. If there is reasonable suspicion that the lack in performance may be caused by a mental health issue, professional evaluation may be needed.

## THE STRUGGLE OF REPORTING HESITANCY

When employees are hesitant to report a concern, this can cause issues within organizations. Leaders in an organization must have policies in place to ensure there is a clear incident reporting procedure and database, in order to provide employees with the ability to anonymously report concerns they may have. Once a report is made, the next step is to investigate the concern to determine the level of risk of that employee and the best way to mitigate that risk.

## EVALUATIONS AVAILABLE

**Fitness For Duty (FFD) Evaluation:** Personalized assessments that provide an unbiased and professional evaluation of an individual's ability to safely perform his or her essential job duties and allow leaders to make more confident employment decisions.

**Fitness For Duty with Violence Screen (FFD-VS):** Personalized assessments with a violence screen provide an unbiased determination of an individual's capacity to perform essential job functions and also screen for violence risk issues - helping leaders to ensure workplace safety.

**Threat of Violence Consultation (TOV):** Conducting a threat assessment to determine the level of threat perceived within an employee and aid in a leader's ability to take the appropriate and defensible next steps in order to achieve a safe outcome.

For more information and resources on behavioral health, crisis, and security solutions, visit us at [R3c.com](https://www.R3c.com), email us at [info@r3c.com](mailto:info@r3c.com), or call us at 866-927-0184.