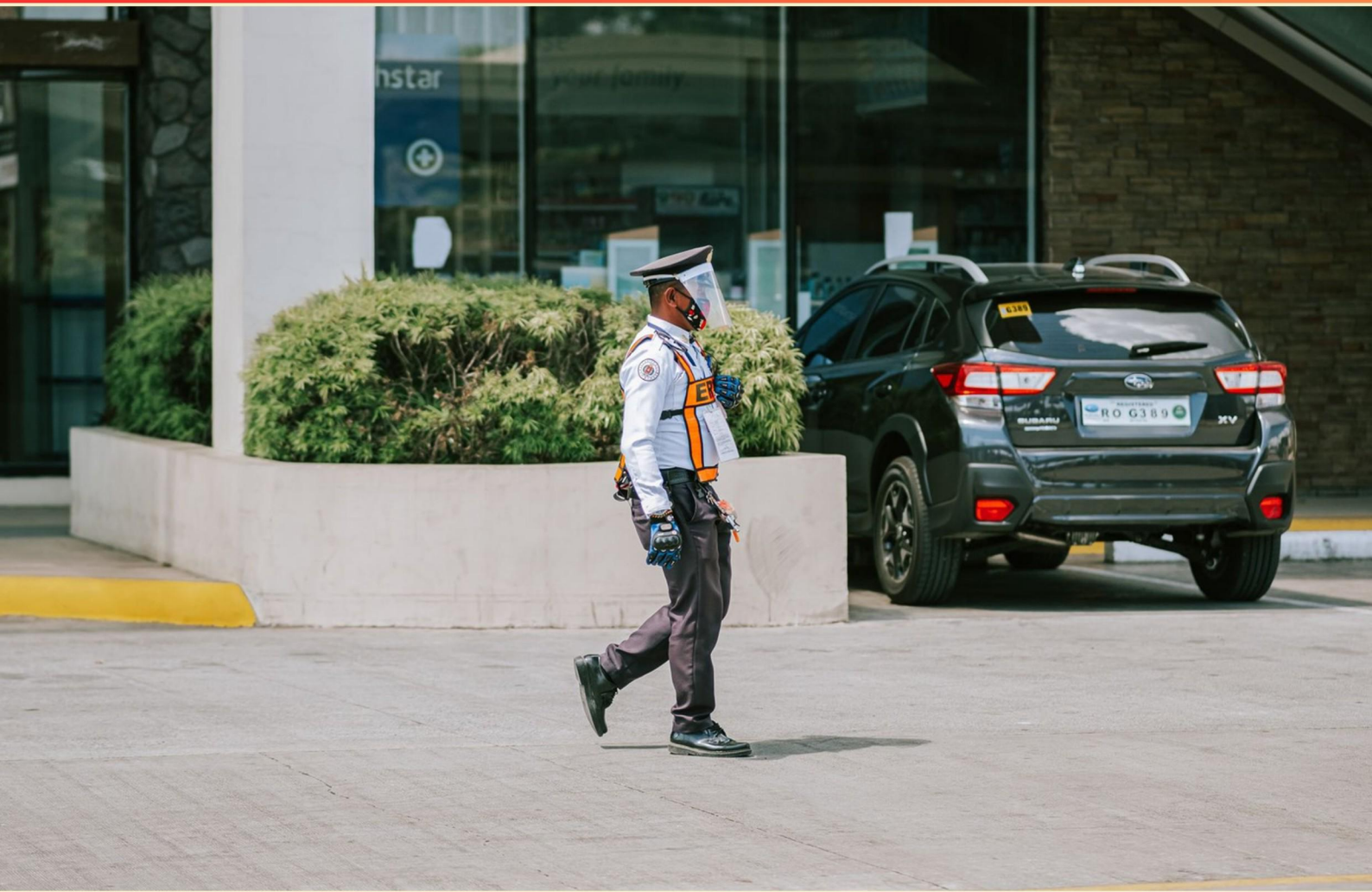


PREVENTING WORKPLACE VIOLENCE PRACTICE TEST (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

VISIT US ONLINE FOR
THE FULL VERSION STUDY GUIDE

<https://preventingworkplaceviolence.examzify.com>



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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

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- 1. It is recommended that defusings be conducted within the first ____ hours of the resolution of a traumatic event.**
 - A. 4
 - B. 8
 - C. 12
 - D. 16

- 2. Which statement is NOT an appropriate policy statement to convey in a violence protection program?**
 - A. The policy focuses only on acts of physical violence
 - B. The policy outlines reporting procedures for threats
 - C. Harassment and threats are unacceptable
 - D. The policy clarifies that harassment and threats will be addressed

- 3. Which type of training is identified as benefiting all employees in a VPP program?**
 - A. Conflict resolution
 - B. Self-defense techniques
 - C. Legal compliance seminars
 - D. First aid training

- 4. Which statement best reflects the guidance on gut feelings and precautions in violence prevention?**
 - A. Respect your gut feeling and take precautions
 - B. Dismiss gut feelings as superstition
 - C. Report only if there is evidence
 - D. Tell coworkers but do nothing

- 5. What is the function of a confidential grievance mechanism?**
 - A. Provide a safe channel for employees to raise concerns without fear of retaliation.
 - B. Deny reporting channels.
 - C. Publicly disclose every complaint.
 - D. Delay responses to reported concerns.

- 6. Which of the following statements best describes the purpose of threat assessment in the workplace?**
- A. To manage budgets and resources for security teams
 - B. To ensure compliance with unrelated regulatory requirements
 - C. To identify and evaluate potential risks before violence occurs
 - D. To schedule routine maintenance of facilities
- 7. Which recommendation regarding handling sites that have experienced a seriously violent incident is FALSE?**
- A. Provide immediate psychological first aid
 - B. Coordinate with law enforcement as required
 - C. Hold a debriefing within 24 to 72 hours
 - D. It's best to act as though nothing serious has happened
- 8. If you have a gut feeling that someone is dangerous, what should you do about it?**
- A. Ignore it.
 - B. Report it to a supervisor.
 - C. Do nothing.
 - D. Respect it and take precautions.
- 9. Successful company violence prevention programs usually start by forming a/an ____.**
- A. Steering committee
 - B. Task force
 - C. Steering council
 - D. Planning group
- 10. What is the purpose of less-lethal force policies?**
- A. They authorize lethal force.
 - B. They provide guidance for escalation and minimizing harm within legal and policy constraints.
 - C. They only address administrative tasks.
 - D. They focus on facility maintenance.

Answers

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1. B
2. A
3. A
4. A
5. A
6. C
7. D
8. D
9. D
10. B

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Explanations

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1. It is recommended that defusings be conducted within the first ____ hours of the resolution of a traumatic event.

- A. 4
- B. 8**
- C. 12
- D. 16

Defusing is an early, informal crisis intervention designed to provide immediate emotional support right after a traumatic event, help people normalize their reactions, and stabilize acute distress so they can function and decide what help they need next. The window of about eight hours after the event is used because reactions are most volatile and plentiful in that early period, and a brief, supportive conversation can make the biggest difference in preventing these reactions from solidifying into longer-term problems. Intervening within this timeframe helps staff and witnesses feel seen and supported, and it also makes it easier to spot individuals who may need additional help or follow-up resources. Waiting longer than this early window tends to reduce effectiveness because distress may intensify, sleep and coping resources become more disrupted, and logistical challenges grow, making a helpful but brief defusing session harder to conduct. Remember, defusing is a concise, targeted step to address immediate concerns and coping, not a full debriefing.

2. Which statement is NOT an appropriate policy statement to convey in a violence protection program?

- A. The policy focuses only on acts of physical violence**
- B. The policy outlines reporting procedures for threats
- C. Harassment and threats are unacceptable
- D. The policy clarifies that harassment and threats will be addressed

A comprehensive violence protection program must address a broad range of harmful behaviors, not just physical acts. While physical violence is a serious concern, threats, harassment, and intimidation can create an unsafe workplace just as effectively. Saying the policy focuses only on physical violence leaves those non-physical risks unregulated and unaddressed, which undermines prevention and response efforts. In contrast, including reporting procedures for threats helps employees seek help promptly, and stating that harassment and threats are unacceptable and will be addressed reinforces a clear standard of workplace safety. Those elements support a proactive, whole-person protection approach, making them appropriate parts of the policy.

3. Which type of training is identified as benefiting all employees in a VPP program?

- A. Conflict resolution**
- B. Self-defense techniques
- C. Legal compliance seminars
- D. First aid training

Conflict resolution training equips every employee with practical skills to recognize rising tensions, communicate calmly, and de-escalate situations before they become violent. In a VPP program, fostering a safe, collaborative culture relies on universal training that everyone can apply, not just those on the front lines of safety. When all staff members have tools for de-escalation and for involving others when needed, potential conflicts are handled constructively, reducing the chance of escalation into violence. Self-defense techniques, while useful in specific scenarios, can be misused or escalate a confrontation and don't address the underlying triggers of violence. Legal compliance seminars and first aid training are valuable, but they don't directly equip all employees with practices that prevent violent incidents on a day-to-day basis.

4. Which statement best reflects the guidance on gut feelings and precautions in violence prevention?

- A. Respect your gut feeling and take precautions**
- B. Dismiss gut feelings as superstition
- C. Report only if there is evidence
- D. Tell coworkers but do nothing

Gut feelings are warning signals in violence prevention. When something in your environment or someone's behavior feels off, that intuition is worth paying attention to because it reflects cues you may not be able to articulate yet. Respecting that feeling means quickly assessing the risk and taking prudent precautions to reduce potential harm. This can include creating distance, moving to a safer location, seeking help from a supervisor or security, and informing coworkers so the team stays aware. It also means acting on concerns with the appropriate channels, even if there isn't concrete proof yet, because early precautions can prevent danger from escalating. Dismissing gut feelings as superstition ignores valuable safety signals, and waiting for hard evidence can delay protection. Merely telling coworkers but doing nothing does not reduce risk.

5. What is the function of a confidential grievance mechanism?

- A. Provide a safe channel for employees to raise concerns without fear of retaliation.**
- B. Deny reporting channels.
- C. Publicly disclose every complaint.
- D. Delay responses to reported concerns.

A confidential grievance mechanism provides a safe channel for employees to raise concerns without fear of retaliation. This openness encourages reporting of issues such as harassment, threats, or safety violations, allowing the organization to investigate and address problems before they escalate. Protecting the reporter's privacy and limiting retaliation helps build trust, so more people will come forward when they witness risky or destructive behavior. In turn, timely responses and corrective actions reduce harm and support a safer, healthier workplace culture. Denying reporting channels, publicly disclosing every complaint, or delaying responses undermines safety, privacy, and trust, and can leave problems unaddressed.

6. Which of the following statements best describes the purpose of threat assessment in the workplace?

- A. To manage budgets and resources for security teams
- B. To ensure compliance with unrelated regulatory requirements
- C. To identify and evaluate potential risks before violence occurs**
- D. To schedule routine maintenance of facilities

Threat assessment is a proactive, structured process to identify signs of potential violence, assess the level of risk, and implement targeted interventions before an incident occurs. By gathering information about concerning behavior, signals, and context, and then evaluating how likely a threat is to materialize and how severe the impact could be, teams can prioritize responses and put preventive measures in place. This might include increased monitoring, access controls, safety planning, coordinating with human resources and security, and connecting the individual with appropriate support services. The goal is to intervene early to reduce risk and prevent harm. Budgeting and resource management for security teams, unrelated regulatory compliance, and routine facility maintenance do not describe this proactive risk-identification and risk-evaluation purpose.

7. Which recommendation regarding handling sites that have experienced a seriously violent incident is FALSE?

- A. Provide immediate psychological first aid
- B. Coordinate with law enforcement as required
- C. Hold a debriefing within 24 to 72 hours
- D. It's best to act as though nothing serious has happened**

After a seriously violent incident, the priority is to support people, ensure safety, and begin recovery in a structured, trauma-informed way. Providing immediate psychological first aid helps calm affected individuals, assess needs, and connect them with ongoing support. Coordinating with law enforcement as required ensures the investigation proceeds properly and safety measures align with policies and legal obligations. Holding a debriefing within 24 to 72 hours gives staff a safe, guided space to process what happened, raise concerns, and identify actions to improve safety and response—while memories are still fresh enough to inform concrete changes. Acting as though nothing serious has happened undermines trust, discourages reporting, and leaves emotional and safety needs unaddressed, increasing the risk of harm or recurrence.

8. If you have a gut feeling that someone is dangerous, what should you do about it?

- A. Ignore it.
- B. Report it to a supervisor.
- C. Do nothing.
- D. Respect it and take precautions.**

When you have a gut feeling that someone is dangerous, treat it as a warning signal and act to protect yourself. That sense is valuable because it reflects potential risk in your surroundings. Take precautions by staying aware of your environment, increasing distance from the person, avoiding isolation or confrontation, and moving to a safer area. Follow your workplace's safety procedures, which often include informing a supervisor or security about the concern so additional protection or intervention can occur. This combination—acknowledging the warning and taking proactive safety steps—helps reduce the chance of harm. Ignoring the feeling or doing nothing leaves you more vulnerable, and reporting alone without personal precautions isn't enough to keep you safe.

9. Successful company violence prevention programs usually start by forming a/an ____.

- A. Steering committee
- B. Task force
- C. Steering council
- D. Planning group**

Starting a successful workplace violence prevention program, the essential first step is to form a planning group that brings together key stakeholders from safety, HR, operations, security, legal, and communications. This group is responsible for crafting the program's road map: defining objectives, scope, policies, roles, training needs, resources, timelines, and how success will be measured. By establishing this planning body early, everyone understands who is responsible for what, and there's a clear plan to guide implementation. This foundation creates cross-department alignment and accountability, which are crucial for coordinated action across the organization. While governance bodies like steering committees or councils provide ongoing strategic oversight later, they're not typically the starting point for building the program. A task force is usually temporary and focused on a specific issue, which isn't ideal for laying out a comprehensive, long-term plan from the outset. The planning group, in contrast, is the dedicated forum for designing the program and setting the first concrete steps, ensuring a solid base for successful rollout and future governance.

10. What is the purpose of less-lethal force policies?

- A. They authorize lethal force.
- B. They provide guidance for escalation and minimizing harm within legal and policy constraints.**
- C. They only address administrative tasks.
- D. They focus on facility maintenance.

Policies on less-lethal force are there to guide how to respond when force might be needed, focusing on escalation and harm minimization within legal and agency rules. They provide a decision-making framework so staff can choose the lowest level of force that is still appropriate to the threat, emphasize de-escalation and communication, and outline steps to reduce risk to everyone involved. This includes guidance on verbal commands, time and distance management, and the use of approved tools or techniques only when necessary, always aiming to resolve the situation without excessive harm. The policies also establish training requirements, accountability, and documentation to ensure consistent, lawful responses across scenarios. Other options don't fit because they describe things outside the purpose of these policies: they don't authorize lethal force, they aren't about administrative tasks, and they aren't about facility maintenance.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://preventingworkplaceviolence.examzify.com>

We wish you the very best on your exam journey. You've got this!

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