Human-Centered Risk & Workplace Violence Mitigation Brief

Rachel Mahloch
Enterprise Risk & Workplace Safety Strategist
Founder, Battle Woman® | Boulder, CO
Rachel@mahloch.com | LinkedIn |720-654-9970

EXECUTIVE SUMMARY

Human behavior is an enterprise risk variable. Workplace violence, boundary violations, and behavioral escalation events rarely occur without warning. In most cases, early indicators were present but unrecognized, unaddressed, or siloed within HR or management channels. Proactive behavioral threat mitigation reduces liability exposure, protects operational continuity, builds employee resilience, and increases productivity.

This brief outlines how organizations can integrate human-centered risk into governance and enterprise risk management frameworks.

WHY THIS IS A BOARD-LEVEL ISSUE

Workplace safety intersects directly with:

- Governance and ESG standards
- Legal defensibility and HR obligations
- Brand and reputational risk
- Employee retention and culture metrics

Regulators, insurers, investors, and employees increasingly expect proactive oversight in workplace violence prevention and behavioral threat management.

Failure to address human-centered risk exposes organizations to:

- Litigation and regulatory scrutiny
- Escalating HR investigations
- Talent attrition
- Operational disruption and lowered productivity
- Reputational harm

Prevention is significantly less costly than response.

COMMON GAPS IN ORGANIZATIONS

Most companies rely on:

- Annual compliance or harassment training without regard for applicability
- Reactive unqualified HR or management processes
- Security presence without behavioral integration

Common deficiencies include:

- No formal behavioral threat identification protocol
- No escalation interruption framework
- Inconsistent leadership response training
- Siloed communication between HR, Legal, Compliance, Operations and Management
- Policies that are defensible on paper but not operationalized or tested

Without integration, risk remains unmanaged. Check-the-box solutions open the door for legal action.

STRATEGIC APPROACH

A comprehensive workplace violence mitigation framework includes:

1. Risk Assessment

- Review of current policies and escalation pathways
- Evaluation of leadership preparedness
- Analysis of reporting systems and response consistency

2. Framework Design

- Behavioral threat recognition standards
- De-escalation communication protocols
- Clear cross-functional ownership
- Legal, HR and Compliance alignment

© 2026 Rachel Mahloch. All Rights Reserved. Battle Woman® is a registered trademark. This document contains confidential and proprietary information intended solely for the recipient. Unauthorized distribution or reproduction is prohibited.

- Comprehensive scenario-based training
- Confidential consultation options
- Clear escalation pathways

3. Leadership Training

- Scenario-based decision-making and communication under stress
- Deescalation techniques
- Emotional content strategies
- Self-protection and defense skills
- Clear communication of policies and procedures

4.Employee Training

- Scenario-based decision-making and communication under stress
- Deescalation techniques
- Emotional content strategies
- Self-protection and defense skills
- Understanding of the policies and procedures, including pathways to receive support

5. Ongoing Advisory

- Quarterly review of systems and incident trends
- Adjustment aligned with regulatory and organizational changes

The objective is integration not standalone training.

MEASURABLE BUSINESS IMPACT

Organizations that ***proactively*** implement behavioral threat mitigation frameworks typically experience:

- Reduction in HR escalations
- Increased employee retention
- Improved psychological safety metrics
- Reduces liability exposure
- Enhanced executive confidence in crisis scenarios

Human-centered risk management strengthens operational stability.

UNIQUE QUALIFICATIONS

Rachel Mahloch brings a rare combination of:

- Executive leadership as Chief Operating Officer and Chief Compliance Officer in regulated financial institutions
- Cybersecurity and business continuity oversight experience
- Regulatory reporting and audit interface
- Contract negotiation and documentation risk management
- 30 years of applied violence-prevention expertise
- National media experience in crisis communication

This comprehensive integrated perspective allows safety to be embedded within the culture of the company.

ENGAGEMENT OPTIONS

Board Advisory Briefings
Enterprise Risk Assessments
Workplace Violence Prevention Audits
Executive Leadership Intensives
Cross-Functional Safety Framework Design
Personal Safety Training & Workshops

CLOSING CONSIDERATION

Human behavior cannot be eliminated as a risk variable.
It can, however, be systematically mitigated.
Proactive governance in this area strengthens resilience, protects stakeholder value, and reduces preventable exposure.

© 2026 Rachel Mahloch. All Rights Reserved. Battle Woman® is a registered trademark. This document contains confidential and proprietary information intended solely for the recipient. Unauthorized distribution or reproduction is prohibited.