



PART III
Resources

The information provided in this section is for the convenience of the reader only. This information is distributed without representation, guarantee, or warranty as to its reliability, accuracy, or completeness. The listing or omission of resources does not constitute an endorsement or approval of those resources, nor is it intended to favor any resource over the exclusion of other suitable resources.

The following key reflects the type of resource available at the listed organization.

P = Prevention resource

I = Intervention resource

R = Recovery and/or Post-Crisis resource

Alternative Dispute Resolution

ADR Hawaii - Alternative Dispute Resolution **P I R**
735 Bishop Street, Suite 224
Honolulu, HI 96813
Phone: 808.531.6789
Fax: 808.523.9999
Email: tcrowley@aloha.net
Description: Provides mediation, arbitration, and facilitation services.

The Mediation Center of the Pacific, Inc. **P**
680 Iwilei Road, Suite 530
Honolulu, HI 96817
Phone: 808.521.6767
Fax: 808.538.1454
Email: mcp@pixi.com
Website: www.mediatehawaii.org
Description: Provides affordable and accessible dispute resolution services including mediation, facilitation and conflict resolution training to prevent and resolve problems before they escalate.

Background Checks

Goodenow Associates, Inc. **P I R**
1000 Bishop Street, Suite 608
Honolulu, HI 96813
Phone: 808.526.2002
Fax: 808.523.3826
Email: info@goodenow.com
Website: www.goodenow.com
Description: Provides pre-employment screening (education and employment verification, professional and vocational license histories, criminal, credit, traffic) and fingerprints.

Background Checks
(continued)

Hawaii Criminal Justice Data Center **(P)**
465 South King Street, Room 101
Honolulu, HI 96813
Phone: 808.587.3100
Fax: 808.587.3109
Email: hcjdc@hcjdc.state.hi.us
Website: www.state.hi.us/hcjdc
Description: Provides conviction criminal history data via public access computers for a fee.

Crisis Management

American Red Cross, Hawaii State Chapter **(I) (R)**
4155 Diamond Head Road
Honolulu, HI 96816
Phone: 808.734.2101
Fax: 808.735.8739
Email: redcrosshawaii@hawaii.rr.com
Description: An emergency response organization that works with local law enforcement agencies to support victims of disasters, including workplace violence.

Business Advisory Group **(P) (I) (R)**
P.O. Box 4407
Honolulu, HI 96812
Phone: 808.255.7591
Fax: 808.946.7500
Email: hallof@att.net
Website: www.businessadvisorygroup.net
Description: Provides consulting and training in workplace violence and stress management including assessment, proactive preparation, and recovery management for both groups and individuals.

Gary M. Farkas, Ph.D., M.B.A., CSAC **(P) (I) (R)**
1188 Bishop Street, Suite 2602
Honolulu, HI 96813
Phone: 808.521.2433
For Emergencies: 808.753.0988
Email: gary@garyfarkas.com
Website: www.garyfarkas.com
Description: Provides violence risk and threat assessment, training on workplace violence prevention, and Critical Incident Stress Debriefing, which is a process of education and counseling of victims and witnesses in the aftermath of a crisis.

Helping Hands Hawaii (P) (I) (R)
2100 North Nimitz Highway
Honolulu, HI 96817
Phone: 808.521.4555
Fax: 808.440.3864
Email: suicidecrisiscenter@hotmail.com
Website: www.helpinghandshawaii.org
Description: A crisis outreach team and 24-hour hotline comprised of trained personnel who provide on-site emergency crisis intervention with acute, life-or-death situations in the community.

International Assessment Services, Inc. (P) (I) (R)
Dr. Jack Annon, Senior Consultant
680 Ainapo Street
Honolulu, HI 96825
Phone: 808.396.5450
Fax: 808.395.5157
Pager: 1.800.GTE.GRAM
Email: jack@drjannon.com
Description: Provides violence risk and threat response assessments and training in the prevention of workplace violence and other unacceptable workplace behaviors.

Employee Assistance Programs

Employee Assistance Professionals Association (EAPA) (P)
2101 Wilson Boulevard, Suite 500
Arlington, VA 22201-3062
Phone: 703.387.1000
Website: www.eap-association.org
Description: The EAPA represents more than 8,000 members who assist work organizations, employees, and their family members with personal and work-related problems, including substance abuse, legal or financial issues, and mental health problems which can adversely affect an employee's productivity and job performance. Its mission is to foster the highest ethical practices and standards among employee assistance providers by providing research, education, training, and networking for its members.

Employee Assistance Professionals Association (P) (I) (R)
Hawaii State Chapter
P.O. Box 235096
Honolulu, HI 96823-3501
Website: www.eap-association.org
Description: International professional association providing training and support to EAP providers.

Employee Assistance Programs
(continued)

Gary M. Farkas, Ph.D., M.B.A., CSAC (P) (I) (R)
1188 Bishop Street, Suite 2602
Honolulu, HI 96813
Phone: 808.521.2433
For Emergencies: 808.753.0988
Email: gary@garyfarkas.com
Website: www.garyfarkas.com
Description: Offers management support through training and ongoing consultation, as well as providing psychological assessment, short-term treatment, and referral services for troubled workers.

Hawaii Employee Assistance Services (P) (I) (R)
A Division of Child and Family Service
200 North Vineyard Boulevard, Building B
Honolulu, HI 96817
Phone: 808.543.8445 or 800.994.3571 (for neighbor islands)
Fax: 808.543.8487
Website: www.heas.org
Description: Employee assistance program providing counseling, training, consultation, and crisis recovery services.

Straub Employee Assistance Program (P) (I) (R)
839 South Beretania Street
Honolulu, HI 96813
Phone: 808.522.2474
Fax: 808.522.4077
Email: cbrown@straub.net
Website: Straubhealth.com
Description: Provides employee assistance services including assessment, counseling, referrals, critical incident debriefing, consultation to management, and training on workplace violence prevention.

Rob B. Welch, Ph.D., CSAC (P) (I)
615 Piikoi Street, Suite 1603
Honolulu, HI 96814
Phone: 808.596.8778
Fax: 808.596.8558
Email: DrWelch@aol.com
Description: Provides prevention, assessment, and intervention services to public and private supervisors and employees.



Workplace Solutions, Inc. **P I R**
567 South King Street, Suite 178
Honolulu, HI 96813
Phone: 808.545.5632 or 800.361.2200 (from neighbor islands)
Fax: 808.263.2310
Email: worksols@lava.net
Description: Provides training for supervisors and employees; post-incident recovery; counseling.

Employer Association

Hawaii Employers Council **P**
P.O. Box 29699
Honolulu, HI 96820
Phone: 808.836.1511
Fax: 808.833.6731
Email: joinhec@hecouncil.org
Website: www.hecouncil.org
Description: Provides employment policies, employee handbooks, training programs, human resource, and labor relations consulting.

Society for Human Resources Management (SHRM) **P**
Hawaii Chapter
P.O. Box 3175
Honolulu, HI 96801
Description: Hosts workplace violence workshops.

Fitness for Duty Evaluation

Gary M. Farkas, Ph.D., M.B.A., CSAC **P I R**
1188 Bishop Street, Suite 2602
Honolulu, HI 96813
Phone: 808.521.2433
For Emergencies: 808.753.0988
Email: gary@garyfarkas.com
Website: www.garyfarkas.com
Description: Provides Fitness for Duty evaluations, which are a component of the threat assessment and management process and which involve a thorough evaluation conducted by licensed and specially trained psychologists, who evaluate the person and situation and provide recommendations for management based upon detailed information about the employee.

Fitness for Duty Evaluation
(continued)

International Assessment Services, Inc.
Dr. Jack Annon, Senior Consultant
680 Ainapo Street
Honolulu, HI 96825
Phone: 808.396.5450
Fax: 808.395.5157
Pager: 1.800.GTE.GRAM
Email: jack@drjannon.com
Description: Provides violence risk and threat response assessments and training in the prevention of workplace violence and other unacceptable workplace behaviors.

P **I** **R**

Law Enforcement

For EMERGENCIES, call 911 (on all islands)
For information on workplace violence prevention,
contact your local police department.

P **I** **R**

Hawaii County Police Department
Officer Dexter Veriato
349 Kapiolani Street
Hilo, HI 96720
Phone: 808.961.2264

Honolulu Police Department
Informational Resources Section
801 South Beretania Street
Honolulu, HI 96813
Phone: 808.529.3602

Kauai County Police Department
Deputy Chief Wilfred Ihu
3060 Umi Street
Lihue, HI 96766
Phone: 808.241.6718

Maui County Police Department
Captain Wayne Ribao
Internal Affairs
55 Mahalani Street
Wailuku, HI 96793
Phone: 808.244.6353

Legal

Dwyer Schraff Meyer Jossem & Bushnell

P **I**

1800 Pioneer Plaza
900 Fort Street Mall
Honolulu, HI 96813
Phone: 808.524.8000
Fax: 808.537.4667

Email: jjossem@dwyerlaw.com

Description: Prepare company policy; train management; train employees; counsel employers in risk and crisis management.

Goodsill Anderson Quinn & Stifel

P **I**

A Limited Liability Law Partnership LLP
1099 Alakea Street, Suite 1800
Honolulu, HI 96813
Phone: 808.547.5739
Fax: 808.547.5880

Email: rphilpott@goodsill.com

Description: Provides training for supervisors and managers in identification, intervention, and prevention of workplace violence; legal consequences of intervening or failure to intervene; termination and other disciplinary action; dealing with issues regarding concerns of other employees.

Lawyer Referral and Information Service

P **I** **R**

Hawaii State Bar Association
1132 Bishop Street, Suite 906
Honolulu, HI 96813
Phone: 808.537.9140
Fax: 808.521.7936

Email: iris@hsba.org

Website: hsba.org

Description: Provides referral to attorneys who handle employment issues, discrimination, personal injury. Twenty-four hour call-in service, neighbor islands may call collect or visit the website.

Torkildson, Katz, Fonseca, Jaffe, Moore, and Hetherington

P

Amfac Building, 15th Floor
700 Bishop Street
Honolulu, HI 96813
Phone: 808.523.6000
Fax: 808.523.6001

Email: info@torkildson.com

Website: www.torkildson.com

Description: Employment and business law representing management, including workplace violence policy implementation and training.

Outplacement Services

Business Advisory Group (P) (I) (R)
P.O. Box 4407
Honolulu, HI 96812
Phone: 808.255.7591
Fax: 808.946.7500
Email: hallof@att.net
Website: www.businessadvisorygroup.net
Description: Provides consulting and training in workplace violence and stress management including assessment, proactive preparation, and recovery management for both groups and individuals.

Rudolph Dew & Associates, LLC (P) (R)
Pauahi Tower, 1001 Bishop Street, Suite 705
Honolulu, HI 96813
Phone: 808.528.4321
Fax: 808.545.5576
Email: rudydew@aloha.net
Website: outplacement.com
Description: Provides career coaches specializing in helping employees design positive career management and career transition plans.

HR Pacific, Inc. (P) (R)
841 Bishop Street, Suite 1621
Honolulu, HI 96813
Phone: 808.521.8941
Fax: 808.521.8943
Email: hrpac@pixi.com
Description: Prevention: Provides policy development and training of supervisors and staff. Recovery/Post-incident: Provides outplacement counseling and services to terminated employees.

Inkinen & Associates (P)
1001 Bishop Street, Pauahi Tower, Suite 477
Honolulu, HI 96813
Phone: 808.521.2331
Fax: 808.521.2380
Email: akatekaru@inkinen.com
Website: www.inkinen.com
Description: Provides outplacement transition support; management/supervisory coaching and counsel.

Oahu WorkLinks ®
711 Kapiolani Boulevard, Room 315
Honolulu, HI 96813
Phone: 808.523.4221
Fax: 808.527.6938
Email: rcrisafulli@co.honolulu.hi.us
Description: Provides job search assistance and possibly training opportunities for terminated or about-to-be terminated employees.

State of Hawaii P
Department of Labor and Industrial Relations
Workforce Development Division
830 Punchbowl Street, Room 112
Honolulu, HI 96813
Honolulu Office - Phone: 808.586.8740 Fax: 808.586.8724
Kaneohe Office - Phone: 808.233.3700 Fax: 808.233.3709
Kapolei Office - Phone: 808.692.7630 Fax: 808.692.7643
Waipahu Office - Phone: 808.675.0010 Fax: 808.675.0011
Kauai Branch - Phone: 808.274.3056 Fax: 808.274.3059
Maui Branch - Phone: 808.984.2091 Fax: 808.984.2090
Kaunakakai Office - Phone: 808.553.1755 Fax: 808.553.1754
Hawaii Branch - Phone: 808.974.4126 Fax: 808.974.4125
Kona Office - Phone: 808.327.4770 Fax: 808.327.4774
Description: Provides employment and training services for job seekers and employers.

Security Equipment Vendors

SecureView Systems LLC P
1126 12th Avenue, Suite 105
Honolulu, HI 96816
Phone: 808.738.5959
Fax: 808.738.5955
Email: don@svshawaii.com
Website: svshawaii.com
Description: All types of security systems (CCTV, access control, panic buttons) engineered and installed.

Security Resources P R
810 Richards Street, Suite 748
Honolulu, HI 96813
Phone: 808.524.7700
Fax: 808.524.0750
Email: pobsec@aol.com
Description: Designs, furnishes, and implements physical security systems to prevent or reduce workplace violence including access control, video, and communication systems.

Security Equipment Vendors
(continued)

SimplexGrinnell (P) (R)
935 Makahiki Way
Honolulu, HI 96826
Phone: 808.949.6679
Fax: 808.955.4367
Email: Enojiri@tycoint.com
Website: www.simplexgrinnell.com
Description: A leader in integrated security applications to meet today's growing need in the workplace for access control, CCTV, and intrusion detection.

Threat Assessment and Management

American Executive Security (P) (I) (R)
P.O. Box 30382
Honolulu, HI 96820
Phone: 808.523.0931
Fax: 808.488.7151
Email: rmack1@prodigy.net
Description: Provides security and workplace violence consulting and threat assessment/training.

Business Advisory Group (P) (I) (R)
P.O. Box 4407
Honolulu, HI 96812
Phone: 808.255.7591
Fax: 808.946.7500
Email: hallof@att.net
Website: www.businessadvisorygroup.net
Description: Provides consulting and training in workplace violence and stress management including assessment, proactive preparation, and recovery management for both groups and individuals.

Gary M. Farkas, Ph.D., M.B.A., CSAC (P) (I) (R)
1188 Bishop Street, Suite 2602
Honolulu, HI 96813
Phone: 808.521.2433
For Emergencies: 808.753.0988
Email: gary@garyfarkas.com
Website: www.garyfarkas.com
Description: Provides threat assessment and management services. Threat assessment is an investigative process, examining relevant information about the situation. The purpose of threat assessment is to provide an opinion about the seriousness of a circumstance, and the likelihood that the situation may escalate and pose a hazard. Threat management involves using the information gained in a threat assessment process to develop a strategy that seeks to mitigate the risk of violence. Since each situation is unique, threat management recommendations employ innovative approaches to minimize the risk of violence.

International Assessment Services, Inc. **P** **I** **R**
Dr. Jack Annon, Senior Consultant
680 Ainapo Street
Honolulu, HI 96825
Phone: 808.396.5450
Fax: 808.395.5157
Pager: 1.800.GTE.GRAM
Email: jack@drjannon.com
Description: Provides violence risk and threat response assessments, and training in the prevention of workplace violence and other unacceptable workplace behaviors.

Pacific Threat Management **P** **I**
1000 Bishop Street, Suite 608
Honolulu, HI 96813
Phone: 808.526.2006
Fax: 808.523.3826
Email: PTM@Safeguard-hi.com
Website: www.Safeguard-hi.com
Description: Prevention: Provides integrated workplace violence prevention program consultation services. Intervention: Provides high-stakes threat assessment and management services in developing situations.

Rob B. Welch, Ph.D., CSAC **P** **I**
615 Piikoi Street, Suite 1603
Honolulu, HI 96814
Phone: 808.596.8778
Fax: 808.596.8558
Email: DrWelch@aol.com
Description: Provides prevention, assessment, and intervention services to public and private supervisors and employees.

Trainers and Consultants

American Executive Security **P** **I** **R**
P.O. Box 30382
Honolulu, HI 96820
Phone: 808.523.0931
Fax: 808.488.7151
Email: rmack1@prodigy.net
Description: Provides security and workplace violence consulting and threat assessment/training.

Trainers and Consultants
(continued)

Business Advisory Group **P** **I** **R**
P.O. Box 4407
Honolulu, HI 96812
Phone: 808.255.7591
Fax: 808.946.7500
Email: hallof@att.net
Website: www.businessadvisorygroup.net
Description: Provides consulting and training in workplace violence and stress management including assessment, proactive preparation, and recovery management for both groups and individuals.

CDT - Hawaii **P** **I**
86-116 Leihoku Street
Waianae, HI 96792
Phone: 808.697.1341
Fax: 808.697.1341
Email: recunlimit@aol.com
Website: cdt-hawaii.com
Description: Provides non-deadly force training focused on avoiding conflict, personal and subject safety, including third party entry and control tactics.

EMA Inc. **P** **I** **R**
1357 Kapiolani Boulevard, Suite 1130
Honolulu, HI 96814
Phone: 808.383.4334
Fax: 808.946.3598
Email: kpayton@ema-inc.com
Website: www.ema-inc.com
Description: Provides organizational assessment, consultations, training and coaching pertaining to the establishment of a healthy organizational culture.

Gary M. Farkas, Ph.D., M.B.A., CSAC **P** **I** **R**
1188 Bishop Street, Suite 2602
Honolulu, HI 96813
Phone: 808.521.2433
For Emergencies: 808.753.0988
Email: gary@garyfarkas.com
Website: www.garyfarkas.com
Description: Offers consultation on workplace violence policies, as well as methods geared for prevention, intervention, and recovery. Also provides training for staff from executive to entry-level to increase awareness and stimulate action-orientation.

Human Resources Solutions
Six Waterfront Plaza, 2nd Floor
500 Ala Moana Boulevard
Honolulu, HI 96813
Phone: 808.544.3961
Fax: 808.537.9680
Email: hrs@hrhawaii.com
Website: www.hrhawaii.com

P **I**

Description: Offers instructional classes on the basic understanding of what constitutes workplace violence, types of violence, threat assessment, profiles of individuals who commit workplace violence and prevention. HRS' course offering is approved by the Employment Training Fund (ETF) Office, State Department of Labor and Industrial Relations, and registration fees are paid by ETF for eligible participants.

International Assessment Services, Inc.
Dr. Jack Annon, Senior Consultant
680 Ainapo Street
Honolulu, HI 96825
Phone: 808.396.5450
Fax: 808.395.5157
Pager: 1.800.GTE.GRAM
Email: jack@drjannon.com

P **I**

Description: Provides violence risk and threat response assessments and training on the prevention of workplace violence and other unacceptable workplace behaviors.

Laulima Hawaii
P.O. Box 29039
Honolulu, HI 96820
Phone: 808.842.4940
Fax: 808.845.6833

P **I**

Description: Gary Shimabukuro and Jerry Trinidad form a training team with a special chemistry that educates and motivates participants in preventing workplace violence.

Jeffrey B. Owens/Owens Unlimited
45-934 Kamehameha Highway, C-173
Kaneohe, HI 96744
Tel: 808.722.5311
Fax: 808.693.8668

P **R**

Email: owensunltd@hotmail.com

Description: Provides training, program development, and consultation; Creating a More Effective Workplace Through Knowledge, Respect and Communication.

Trainers and Consultants
(continued)

Pacific Threat Management **(P)** **(I)**
1000 Bishop Street, Suite 608
Honolulu, HI 96813
Phone: 808.526.2006
Fax: 808.523.3826
Email: PTM@Safeguard-hi.com
Website: www.Safeguard-hi.com
Description: Prevention: Provides integrated workplace violence prevention program consultation services. Intervention: Provides high-stakes threat assessment and management services in developing situations.

Rob B. Welch, Ph.D., CSAC **(P)** **(I)**
615 Piikoi Street, Suite 1603
Honolulu, HI 96814
Phone: 808.596.8778
Fax: 808.596.8558
Email: DrWelch@aol.com
Description: Provides prevention, assessment, and intervention services to public and private supervisors and employees.

Other Services

Crime Victim Compensation Commission **(R)**
333 Queen Street, Room 404
Honolulu, HI 96813
Phone: 808.587.1143
Fax: 808.587.1147
Description: Provides compensation for eligible crime victims for funeral expenses, medical and mental health expenses, lost wages, and pain and suffering. Mental health counseling expenses for individuals working or attending school at the site of a mass casualty. The Commission is a payor of last resort.

Hawaii Occupational Safety and Health (HIOSH) Division **(P)** **(I)**
State of Hawaii
Department of Labor and Industrial Relations
830 Punchbowl Street, Room 423
Honolulu, HI 96813
Phone: 808.586.9100 for information - answering machine
808.586.9092 complaints by employees
Fax: 808.586.9104
Website: www.state.hi.us/dlir/hiosh
Description: Provides hazard assessment; "How to" for employers (website); and handles complaints from employees if management fails to protect workers from threats.

NCNS Environmental, Inc. ®

1644 Kahai Street

Honolulu, HI 96819

Phone: 808.847.7875

Fax: 808.847.5438

Description: Provides clean-up of bodily fluids and blood, treatment and proper disposal; 24-hour service.

Quality of Life, Inc. P

P.O. Box 61741

Honolulu, HI 96839-1741

Phone: 808.566.8600 or 808.988.7886

Fax: 808.739.9549

Description: Helps clients explore the long-term consequences of violent behavior.

Safeline, The Employees Hotline P

1000 Bishop Street, Suite 608

Honolulu, HI 96813

Phone: 808.526.2006

Fax: 808.523.3826

Description: Provides 24-hour, employer-paid hotline allowing employees to anonymously provide information of concern to executive management.

American Red Cross State Disaster Mental Health Center

Oahu	
Central Community Mental Health Center	808.455.1051
Diamond Head Community Mental Health Center	808.733.9260
Kalihi-Palama Community Mental Health Center	808.832.5800
Oahu Community Mental Health Center	808.832.5770
Windward Community Mental Health Center	808.233.3775
Kauai Community Mental Health Center	808.274.3190
Maui Community Mental Health Center	808.984.2150
Lanai Community Mental Health Center	808.565.6189
Molokai Community Mental Health Center	808.533.3691
Hawaii (Big Island)	
East Hawaii Community Mental Health Center	808.974.4300
North Hawaii Community Mental Health Center	808.855.7357
West Hawaii Community Mental Health Center	808.322.4818

Hotlines

Domestic Violence

East Hawaii	808.959.8864
West Hawaii	808.322.7233
Kauai	808.245.8404
Lanai (call collect)	808.579.9581
Maui	808.579.9581
Molokai	808.567.6888
Oahu	808.841.0822
Windward Oahu	808.528.0606

Temporary Restraining Order 808.538.5959

U.S. Attorney's Office 808.541.2850

Stalking Resource Center at the National Center for Victims of Crime 202.467.8700

Rape Abuse and Incest National Network (RAINN) Hotline 1.800.656.4673

National Domestic Violence Hotline 1.800.799.7233

Internet Resources

AFSCME Preventing Workplace Violence

<http://www.afscme.org/health/violtc.htm>

Infosyssec-The Security Portal for Information System Security Professionals
Corporate Security and Workplace Safety

<http://www.infosyssec.org/infosyssec/corpsafe1.htm>

MINCAVA Minnesota Center Against Violence and Abuse Electronic Clearinghouse
Workplace Violence: Weblinks, articles, fact sheets, and other informative resources.

<http://www.mincava.umn.edu/workviol.asp>

National Institute for Occupational Safety and Health (NIOSH)

<http://www.cdc.gov/niosh/homepage.html>

Stalking Resource Center at the National Center for Victims of Crime

www.ncvc.org

U.S. Department of Agriculture Handbook on Workplace Violence Prevention and Response

<http://www.usda.gov/news/pubs/violence/wpv.htm>

U.S. Department of Labor Occupational Safety and Health Administration (OSHA)

<http://www.osha.gov/>

<http://www.osha-slc.gov/SLTC/workplaceviolence/index.html>

U.S. Office of Personnel Management

Dealing with Workplace Violence: A Guide for Agency Planners

<http://www.opm.gov/workplac/>

