

Resources and Tips for Preventing Workplace Violence



TIPS FOR PREVENTING WORKPLACE VIOLENCE

Workplace homicides accounted for 30% of the 4,764 fatal workplace injuries that happened in the U.S. in 2020, according to the Bureau of Labor Statistics. The BLS also reports the rate of violence in U.S. workers each year. Employers and managers must take preventive measures to control the possibility of workplace violence and ensure employee safety.

WORKPLACE VIOLENCE STATISTICS

Workplace violence is any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site, according to the U.S. Department of Labor. It ranges from threats and verbal abuse to physical assaults and even homicide.

NONFATAL WORKPLACE VIOLENCE

From 2015 to 2019:

- About 2.2 million U.S. workers reported being victims of nonfatal workplace violence.
- Eight million cases were reported for every 1,000 workers.
- 2.8 million of every 1,000 government employees reported being victims of workplace violence.
- Workplace violence affects all workers and industries.
- The victim was injured in 10% of nonfatal incidents.
- 10% of victims suffered severe emotional distress due to the incident.
- Approximately 10 million workers resulting from workplace violence were treated in hospital emergency rooms.
- 10% of victims were injured or killed.
- 10% of victims were injured or killed.

WORKPLACE HOMICIDES BY METHOD (2015–2019)

Method	Percentage
Shooting	79%
Knifing, stabbings, or other weapons	9%
Strangulation	1%

SITUATIONS WITH INCREASED RISK OF WORKPLACE VIOLENCE

- The victim is a woman.
- The risk increases when victims work in high-risk areas.
- The victim is a high-risk area.

JOB WITH INCREASED RISK OF WORKPLACE VIOLENCE

- Health care workers
- Public safety workers
- Transportation workers
- Manufacturing workers
- Construction workers
- Education workers
- Retail workers
- Food service workers
- Health care workers
- Public safety workers

In 2020, homicide was the fourth most common cause of fatal workplace injuries in the country after:

- Transportation
- Construction
- Manufacturing
- Health care

Workplace fatalities by type

Top fatalities by job title:

- Transportation: 10%
- Construction: 10%
- Manufacturing: 10%
- Health care: 10%

WARNING SIGNS OF WORKPLACE VIOLENCE

While clear warning signs don't always precede workplace violence, it may be possible to prevent violent acts by paying attention to indicators of troubled or disgruntled employees.

WORK-RELATED SIGNS

- Decreased work quality
- Decreased productivity and attendance
- Work-related complaints
- Disrespect for authority

BEHAVIORAL SIGNS

- Peer rejection
- Isolation from work
- Isolation from work
- Isolation from work

PHYSICAL/NONVERBAL SIGNS

- Sweat
- Flushed face
- Isolation from work
- Isolation from work

OTHER WARNING SIGNS

- History of violence
- History of violence
- History of violence
- History of violence

SOME BEHAVIORAL SIGNS MAY ALSO BE INDICATIVE OF OTHER ISSUES (NOT WORKPLACE VIOLENCE)

- Depression
- Stress
- Stress
- Stress

IMPACT OF WORKPLACE VIOLENCE ON WORKFORCE

- Psychological impact
- Loss of trust
- Decreased productivity
- Increased turnover

TIPS FOR PREVENTING WORKPLACE VIOLENCE

Employers and managers have easy and free access to many government resources that can help stop a workplace incident before it starts.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA) TIPS FOR PREVENTING WORKPLACE VIOLENCE

- Invest in security resources
- Provide employee safety training
- Establish a security protocol
- Establish a security protocol

LEVELS OF WORKPLACE VIOLENCE

- Level One: Early warning signs
- Level Two: Escalation
- Level Three: Full-blown violence

TIPS FOR RESPONDING TO WORKPLACE VIOLENCE

Response to early warning signs

- Identify and document warning signs
- Report concerns to the appropriate level of management
- Establish a security protocol
- Establish a security protocol

Response to escalation

- Identify and document warning signs
- Report concerns to the appropriate level of management
- Establish a security protocol
- Establish a security protocol

Response to further escalation

- Identify and document warning signs
- Report concerns to the appropriate level of management
- Establish a security protocol
- Establish a security protocol

MAINTAIN A SAFE, SECURE WORKPLACE

Thanks to the efforts of government agencies and employers, workplace homicide levels have decreased significantly in the past few decades. Safety, security and emergency management professionals must address the challenges of developing stronger preventive procedures to keep workplaces safe and secure.

safe management solutions

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