



WORKPLACE VIOLENCE

By Joy Stanek



What is workplace violence?

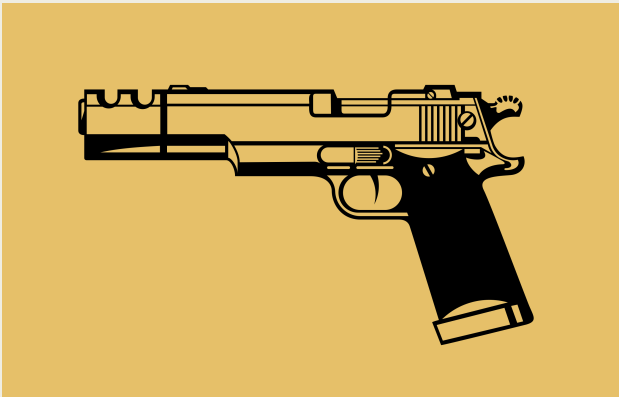
According to OSHA

- any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site.
- Acts of violence and other injuries is currently the third-leading cause of fatal occupational injuries in the United States.

Most common workplace violence and escalation of events

- Mental abuse (psychological)
 - *(blackballing, blackmail, unfair treatment, stalking, etc.)*
- Verbal abuse
 - *(racial slurs, sexist comments, inappropriate gestures, etc.)*
- 1st Physical abuse
 - *(hitting, slapping, spanking, unwanted sexual advancements, etc.)*
- 2nd level physical abuse
 - *(beating, kicking, pushing, punching, tripping, bullying, etc.)*

The highest escalation of workplace violence?



HOMICIDE



(death by beating, stabbing, slashing, shanking, shooting, etc.)

Statistics of violence in the workplace, through the years

an average of 551 workers per year were killed
as a result of work-related homicides.

2006–2010

2010

CFOI (Census for Occupational Injuries) reported
a total of 518 workplace homicides

- A total of 77 of those were multiple-fatality homicide incidents

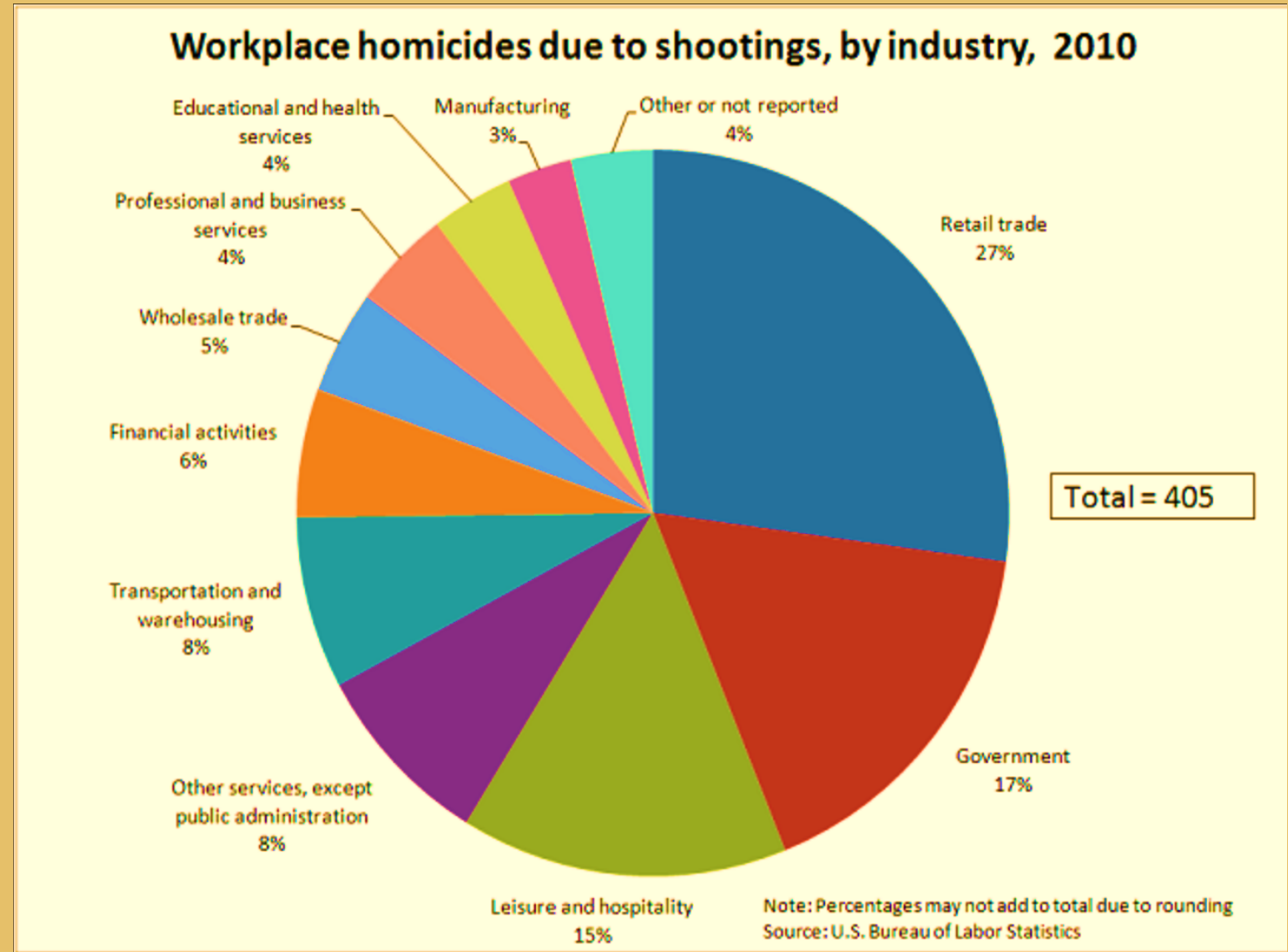
Workplace violence (2010)

- Shootings accounted for 78% of all workplace homicides in **2010** (405 injuries).
 - *83 percent*
 - *17 percent*
 - *Workplace homicides attributed to*
- Workplace shooting events account for only a small portion of nonfatal workplace injuries.
 - **However in 2010, there were 500 nonfatal shooting with days away from work**
- About 4 out of every 5 workplace homicide victims in **2010** were men

- largest industry affected by homicides by gunfire
 - 27% of workplace homicides by gunfire in 2010 were in the **retail industry**
- 2nd largest
 - Government jobs (17%)
- 3rd largest
 - Leisure and hospitality (15%)

What could this data possibly tell us?

- People who work in the lower income occupations (min wage, hourly paid, customer service and civil servants) were at the greatest risk/ were the most victims of workplace violence due to shootings in 2010



Fatal workplace injuries by characteristic of event (2011-2017)

Table 2. Fatal occupational injuries for selected events or exposures, 2011-17

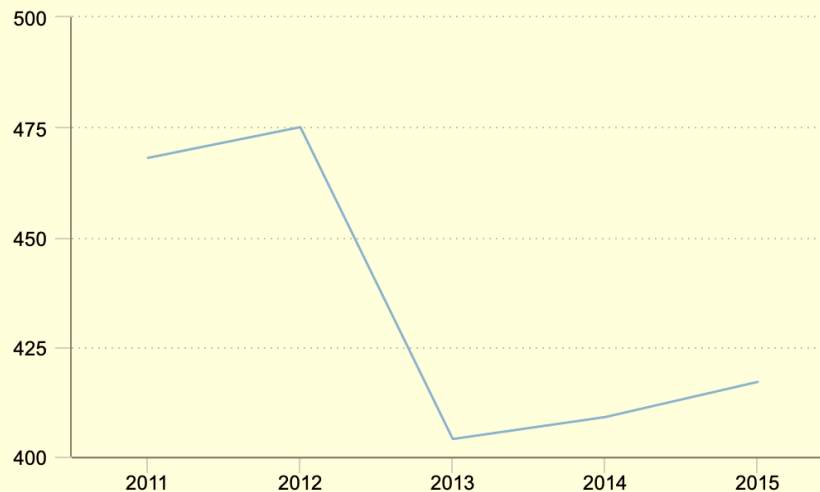
Characteristic	Counts						
	2011	2012	2013	2014	2015	2016	2017
Total(1)	4,693	4,628	4,585	4,821	4,836	5,190	5,147
Event or exposure							
Violence and other injuries by persons or animals	791	803	773	765	703	866	807
Intentional injury by person	718	725	686	689	646	792	733
Homicides	468	475	404	409	417	500	458
Shooting by other person-intentional	365	381	322	307	354	394	351
Stabbing, cutting, slashing, piercing	42	35	38	40	28	38	47
Suicides	250	249	282	280	229	291	275

Workplace homicides

Homicides accounted for approximately 9 percent of all fatal occupational injuries in 2015. There were 417 workplace homicides in 2015, a slight increase from 2014 but down 12 percent from the 475 reported in 2012.

Workplace homicides are classified using the 2011 Occupational Injury and Illness Classification System (OIICS), version 2.01. More on OIICS 2.01 is at www.bls.gov/iif/oshoiics.htm.

Workplace homicides, 2011-2015



Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.

[View data](#)



Eighty-five percent of workplace homicide victims in 2015 were men. Of the 417 workplace homicides in 2015, 356 were homicides to men and 61 were homicides to women. Homicides represented 18 percent of fatal occupational injuries to women in 2015 compared with 8 percent of fatal occupational injuries to men.

Workplace homicide rate from 2011-2015

- About 9% of all fatal occupational injuries
- in 2015 were workplace homicides
 - 417 workplace homicides in 2015
 - 85% workplace homicide victims were men (365 men and 61 women)
- Homicides represented 18% of fatal occupational injuries to women in 2015 and 8% of fatal occupational injuries to men

What could this data possibly tell us?

Although most victims of workplace homicides in 2015 were men, women were more likely to be killed in workplace homicides

Multiple-fatality incidents by select events from 2011-2017

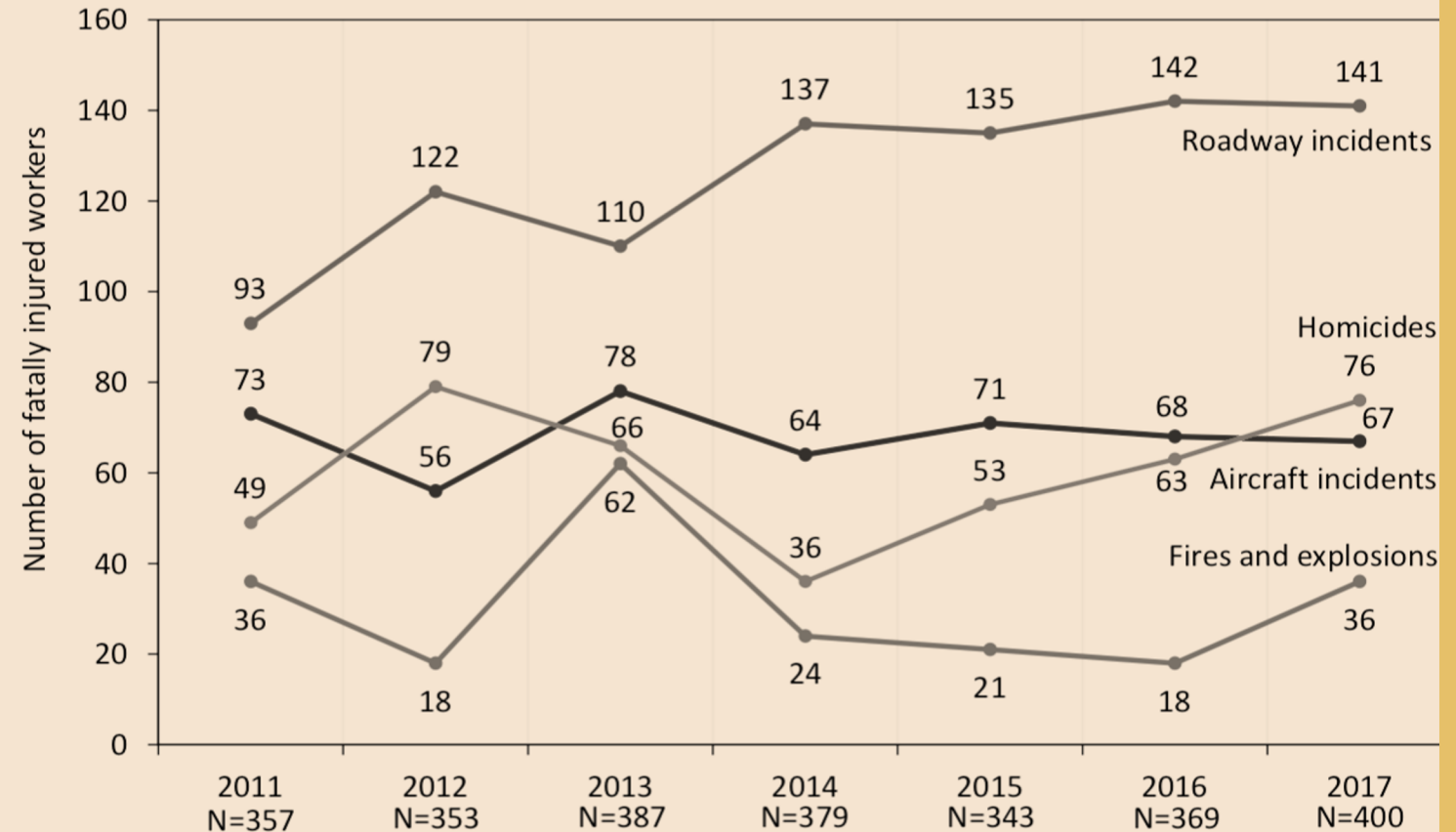
- Workplace homicides went down in 2014, but then steadily increased in the following years
- Workplace homicides in 2011 were in between aircraft incidents and fires/explosions
 - WH rose above aircraft incidents in 2012 and again in 2017

What could this data possibly tell us?

Workplace homicides drastically went down between 2013 and 2014, but steadily increased from 2015-2017...

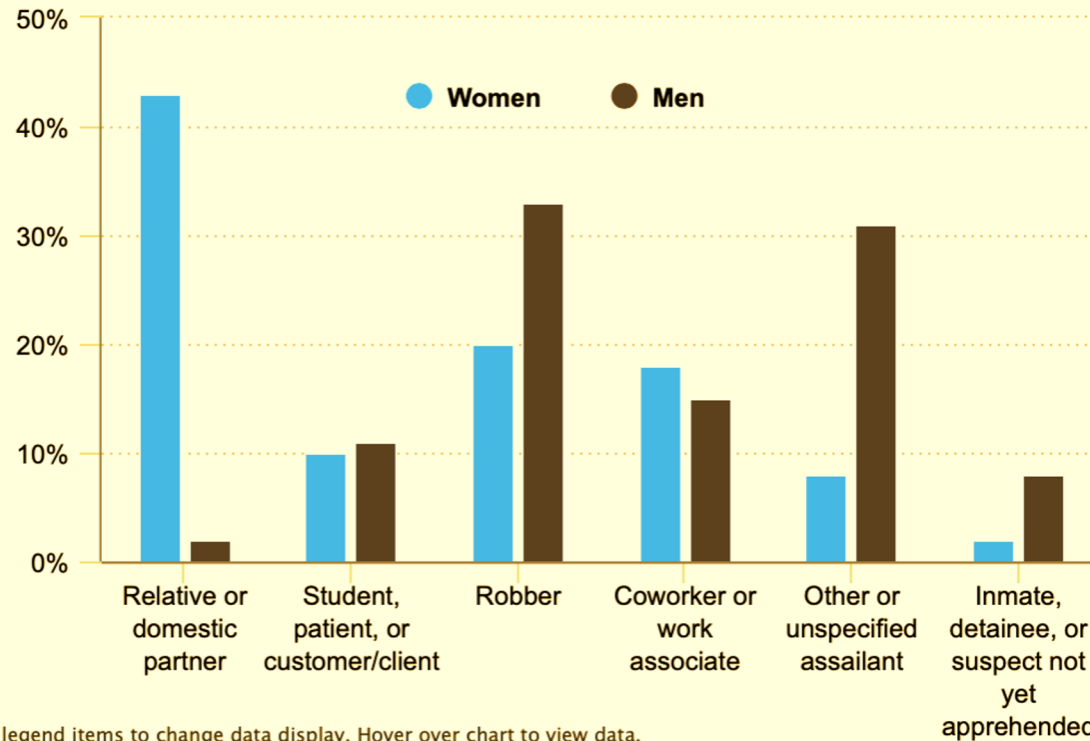
What do you think might have been responsible for the increase in 2015-2017?

How workers died in multiple-fatality incidents by selected events, 2011-17



- A total of 164 multiple-fatality incidents were recorded in 2017 (incidents in which more than one worker was killed).
- These incidents resulted in 400 worker deaths.

Percent of work-related homicides by gender of decedent and assailant type, 2015



Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.

[View data](#)

Workplace violence (2015)

- Shootings accounted for 85 percent (354 fatalities) of all workplace homicides in 2015.
- Stabbing, cutting, slashing, and piercing incidents accounted for another 7 percent (28 fatalities) of all workplace homicides in 2015.
- Coworkers were the assailants in 50 workplace homicides

What could this data possibly tell us?

Women were more likely to be killed in a workplace homicide by a relative, domestic partner, and coworker or work associate.

Workplace violence (2016)

- Homicides accounted for 10 % of all fatal occupational injuries in the United States in 2016.
- There were 500 workplace homicides in 2016, an increase of 83 cases from 2015.
- The 2016 total was the highest since 2010.
 - Of the workplace homicides in 2016,..
 - Homicides represented..

- Largest assailant type to men were robbers (33%)
- Largest assailant type to women were relatives/domestic partners (40%)

What could this data possibly tell us?

Although most victims of homicide in 2016 were men (82%) women were more likely to be killed by workplace homicides (24%)

CHART IMAGE

CHART DATA

Work-related homicides by type of assailant and gender of victim in 2016

Assailant type	Women		Men	
	Number	Percent	Number	Percent
Total	91	100%	409	100%
Robber	15	16	137	33
Other or unspecified assailant	16	18	117	29
Inmate, detainee, or suspect not yet apprehended	4	4	53	13
Coworker or work associate	13	14	53	13
Student, patient, or customer/client	7	8	42	10
Relative or domestic partner	36	40	7	2

Workplace violence (2017)

- According to the Bureau of Labor Statistics Census of Fatal Occupational Injuries (CFOI), of the 5,147 fatal workplace injuries that occurred in the United States in **2017**, 458 were cases of intentional injury by another person.

- down slightly from the 5,190 fatal injuries reported in **2016**

- The fatal injury rate decreased to 3.5 per 100,000 full-time equivalent (FTE) workers from 3.6

- in 2016 Violence and other injuries by persons or animals decreased 7 %

- in **2017** with homicides and suicides decreasing by 8 % and 5 %,

- Unintentional overdoses due to nonmedical use of drugs or alcohol while at work increased 25 % from 217 in 2016 to 272 in **2017**.

- This was the fifth consecutive year in which unintentional workplace overdose deaths have increased by at least 25 %

TABLE A-7. Fatal occupational injuries by worker characteristics and event or exposure, all United States, 2017

Worker characteristics	Total fatal injuries (number)	Event or exposure ⁽¹⁾					
		Transportation incidents ⁽²⁾	Violence and other injuries by persons or animal ⁽³⁾	Contact with objects and equipment	Falls, slips, trips	Exposure to harmful substances or environments	Fires and explosions
Total	5,147	2,077	807	695	887	531	123
Employee status							
Wage and salary ⁽⁴⁾	4,069	1,717	598	493	692	446	98
Self-employed ⁽⁵⁾	1,078	360	209	202	195	85	25
Gender							
Women	386	152	109	21	54	36	6
Men	4,761	1,925	698	674	833	495	117
Age							
Under 16 years	15	7	3	3	-	-	-
16 to 17 years	7	3	-	-	1	1	-
18 to 19 years	62	31	10	8	-	7	4
20 to 24 years	293	116	64	35	23	42	13
25 to 34 years	872	330	165	101	113	142	21
35 to 44 years	907	355	159	122	111	137	18
45 to 54 years	1,059	427	169	149	176	105	26
55 to 64 years	1,155	492	158	151	243	80	22
65 years and over	775	314	77	126	217	17	18
Race or ethnic origin⁽⁶⁾							
White, non-Hispanic	3,449	1,405	486	495	567	381	96
Black or African-American, non-Hispanic	530	245	136	45	50	38	9
Hispanic or Latino	903	325	103	136	231	91	16
American Indian or Alaska Native, non-Hispanic	38	17	6	-	9	4	-
Asian, non-Hispanic	144	48	54	11	20	9	-
Native Hawaiian or Pacific Islander, non-Hispanic	17	4	7	-	3	-	-

SHRM workplace violence report (March 2019)

- The nationwide poll was conducted February 28 – March 4, 2019
 - *Online and telephone interviews using landlines and cell phones were conducted with 545 employees of organizations with more than one employee:*
 - *According to the 2019 report..*
- Only 45 % of American workers are aware of workplace violence at their company say they feel very safe or safe
- 71 % of workers say their workplace is safe...
 - *those who are employed by organizations with programs to deal with workplace violence feel slightly more secure.*
- 86 % of employees who are unaware of any past incidents
- In comparison, 64 % of those who say there has been an instance of workplace violence at their organization within the past year feel secure.

Only 45 percent of American workers are aware of workplace violence prevention programs at their companies.



American workers feel safer with violence prevention programs at their companies.



SHRM WORKPLACE VIOLENCE REPORT (2019) POLL AND FOLLOWING RESEARCH