

# **“Prevention Outweighs Reaction”**

Get The Facts!



## **2013 The Workplace Violence Fact Sheet**



## Introduction

The purpose of this document is to assist organizations, public agencies and private employers, in their efforts to reduce the risk of violence in their respective workplaces. It is intended to serve as a resource document and a reference source for information.

We are committed to helping you have the facts and information you need about workplace violence.

### Key Facts:

- Workplace homicides from assaults and other violent acts are the second leading cause of death for women while working.
- So far in the 21st century, an average of 552 work-related homicides occurred annually in the U.S.
- The fastest growing category of homicides in the workplace are committed by customers.
- Suicides in the workplace reached an all-time high of 270 incidents in 2010 and went down to 242 in 2011.
- As of 2011, the total Deaths from Violence and Assaults by Persons (combines work-related homicides and workplace suicides) equals 7,156 with an average annual death toll of 795.

We have created this publication to provide accurate and authoritative information regarding workplace violence. We have used recognized and respected sources for information with the goal of providing accurate information. However, since this information is based on various sources, we do not guarantee its accuracy, completeness, nor do we make any representation regarding the information. We encourage the reader to independently verify information before using the information or taking any action based on the information provided. The National Institute for Prevention of Workplace Violence, Inc., or any of its subsidiaries or divisions accepts no responsibility for readers' use of the information and expressly disclaims any and all warranties of any kind including all express, statutory and implied warranties including the implied warranties of merchantability and fitness for a particular purpose.

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## The Occupational Safety and Health Act (OSHA) – General Duty Clause

Under OSHA employers have a “general duty” to provide employees with work and a workplace free from “recognized hazards that are causing or are likely to cause death or serious physical harm.” Workplace violence prevention has generally been accepted as falling under the auspices of this “general duty clause” when hazards involved:

- create a ‘significant risk’ to employees in other than ‘a freakish or utterly implausible concurrence of circumstances,’ (see *Langer Roofing and Sheet Metal Co., Inc. v. OSHRC*<sup>1</sup>)
- are known to the employer and are considered hazards in the employer’s business or industry<sup>2</sup> and
- are ones which the employer can reasonably be expected to prevent.<sup>3</sup>

Workplace violence is unique as a workplace hazard because unlike other hazards it does not involve a work process or the weather, but instead an act committed by a thinking mobile person. Because workplace violence is perpetrated by a person OSHA categorizes incidents based on the relationship between the assailant and the worker or workplace:

- **Violence by Strangers:** an individual that has no legitimate relationship with an employee or the employer, e.g., a robber of a convenient store.
- **Violence by Customers/Clients:** In these incidents, the violence is committed by someone who receives a service provided by a business, such as a current or former customer, client or patient, a passenger, a criminal suspect or a prisoner.
- **Violence by Co-Workers:** In co-worker incidents, the perpetrator has an employment relationship with the workplace. The perpetrator can be a current or former employee, a prospective employee, a current or former supervisor or a manager. Co-worker violence that occurs outside the workplace, but which resulted or arose from the employment relationship would be included in this category. This type of violence can again be divided into two types. violence between supervisors and subordinates, and violence between workers at the same levels.
- **Violence by Personal Relations:** In personal relations incidents, the violence is committed by someone who has a personal relationship with the worker, such as a current or former spouse or partner, a relative or a friend. Included in this category is the perpetrator who has a personal dispute with the worker and enters the workplace to harass, threaten, injure or kill.

### Definition of Workplace Violence:

Surprisingly, there is much debate amongst Security, Human Resources, Safety, Threat Management and Workplace Violence Prevention experts on a specific definition of workplace violence. For example, the academic community tends to favor the use of the term aggression instead of violence, however, for the most part the business community still uses the term violence. Due to the varying definitions we have included a few of the key ones below:

**ASIS International and Society for Human Resources Management Joint Workplace Violence Prevention Standard** defines workplace violence as a spectrum of behaviors – including overt acts of violence, threats, and other conduct – that generates a reasonable concern for safety from violence, where a nexus exists between the behavior and the physical safety of employees and others (such as customers, clients, and business associates) on-site, or off-site when related to the organization.



The **FBI** defines workplace violence as actions or words that endanger or harm another employee or result in other employees having a reasonable belief that they are in danger. Such actions include:

- Verbal or physical harassment
- Verbal or physical threats
- Assaults or other violence
- Any other behavior that causes others to feel unsafe (e.g. bullying, sexual harassment)

The **law enforcement community** defines workplace violence as the commission of proscribed criminal acts or coercive behavior which occurs in the work setting. It includes but is not limited to homicides, forcible sex offenses, kidnapping, assault, robbery, menacing, reckless endangerment, harassment and disorderly conduct. The term coercive behavior is intended to convey the sense that workplace violence may take many forms in addition to the use of force. The aggressor may use berating language, physical or verbal threats or damage personal property.

According to the **National Institute for Occupational Safety and Health (NIOSH)** workplace violence is any physical assault, threatening behavior or verbal abuse occurring in the work setting. It includes, but is not limited to beatings, stabbing, suicides, shootings, rapes, near suicides, psychological traumas such as threats, obscene phone calls, an intimidating presence, and harassment of any nature such as being followed, sworn at or shouted at.

**The National Institute for Prevention of Workplace Violence, Inc.** defines workplace violence as acts of aggression or violence, that occur in, or are related to the workplace, whether intentional or reckless, including assaults, threats, disruptive, aggressive, hostile, verbal or emotionally abusive behaviors that generates fear for one's safety or entails a perceived risk of harm to individuals, or damage to an organization's resources or capabilities.

**Southeastern Pennsylvania Transportation Authority (SEPTA)** policy defines workplace violence as violence occurring on SEPTA property, violence involving a SEPTA employee or representative and violence or threats of violence affecting SEPTA interests. Prohibited conduct includes pushing or hitting a person or threatening harm against a person, members of his family, his friends, associates or property. Prohibited conduct also includes the willful destruction or threats of destruction of SEPTA property or property under SEPTA control.

## Highlights and Key Information

The Bureau of Labor Statistics (BLS)' 2012 Census of Fatal Occupational Injuries (CFOI) reported 13,827 workplace homicide victims between 1992 and 2010. Averaging over 700 homicides per year, the largest number of homicides in one year (n=1080) occurred in 1994, while the lowest number (n=458) occurred in 2011.

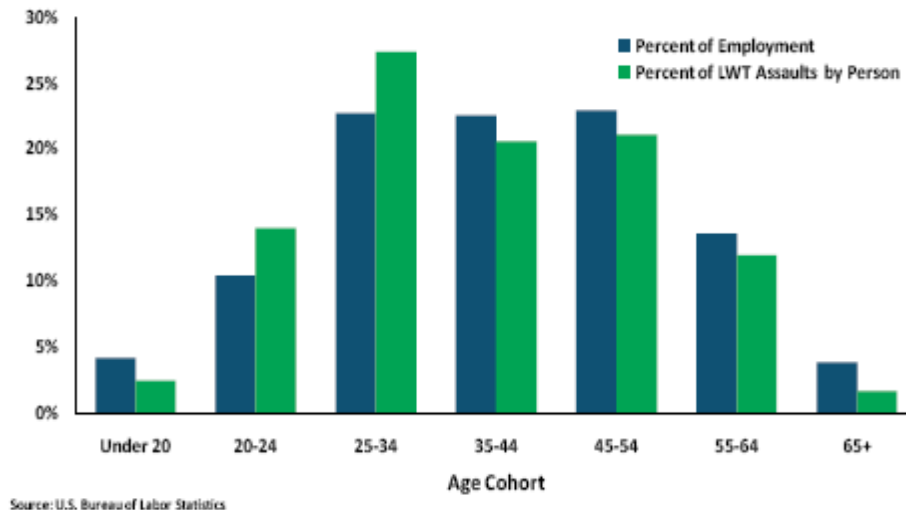
## Gender and Age

Based on the 2010 BLS data workplace homicides incurred by men were down by 8 percent, from 459 in 2009 to 423 in 2010, and workplace homicides for women increased by 14 percent from 83 in 2009 to 95 in 2010. Their data also indicated that workplace homicides were the fourth leading cause of fatalities at work for men and the second leading for women.

Men and older workers have a disproportionately high share of workplace homicides since they are more likely to be employed in the occupations at highest risk of homicides.<sup>4</sup> The historical pattern of the majority of assailants fitting in the age group between 35 – 54 continues to hold true with 47 percent of assailants fitting into this age group.



**Figure 1- Older Workers Have a Disproportionately High Share of Workplace Homicides** (Private Sector, preliminary data 2009)

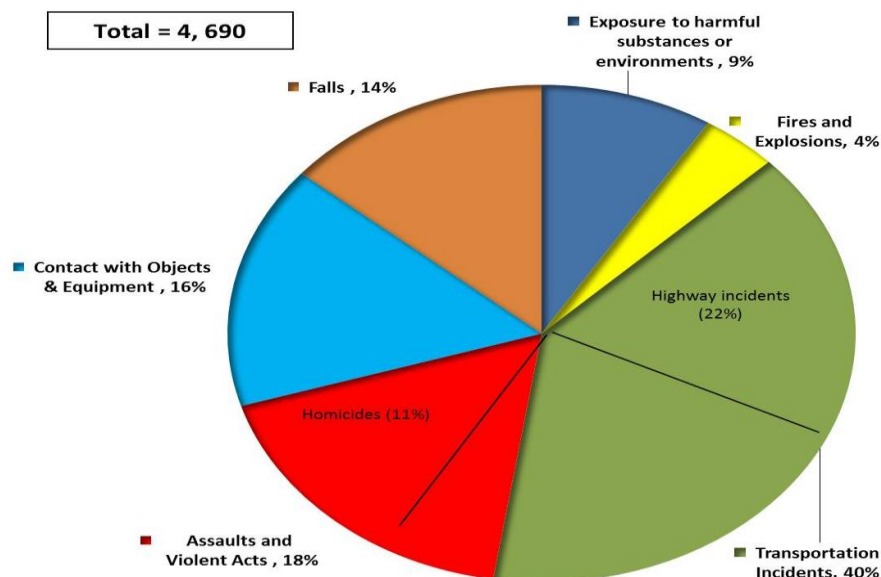


Source: 2012 NCCI Research Brief – Violence in the Workplace based on BLS Data

## Homicides and Assaults Continue to Decline

According to the 2012 Research Brief on Violence in the Workplace Report by NCCI work-related homicides and injuries due to workplace assaults remain well below levels observed in the mid-1990s. This is consistent with the patterns of declines in rates of homicide and aggravated assaults reported for the country as a whole, although workplace homicides have declined more than the homicide rate generally, while workplace assaults have fallen in line with declines in aggravated assaults overall.

**Figure 2 Manner in Which Fatal Work Injuries Occurred, 2010**



\*Data for 2010 final data.

NOTE: Percentages may not add to totals because of rounding.

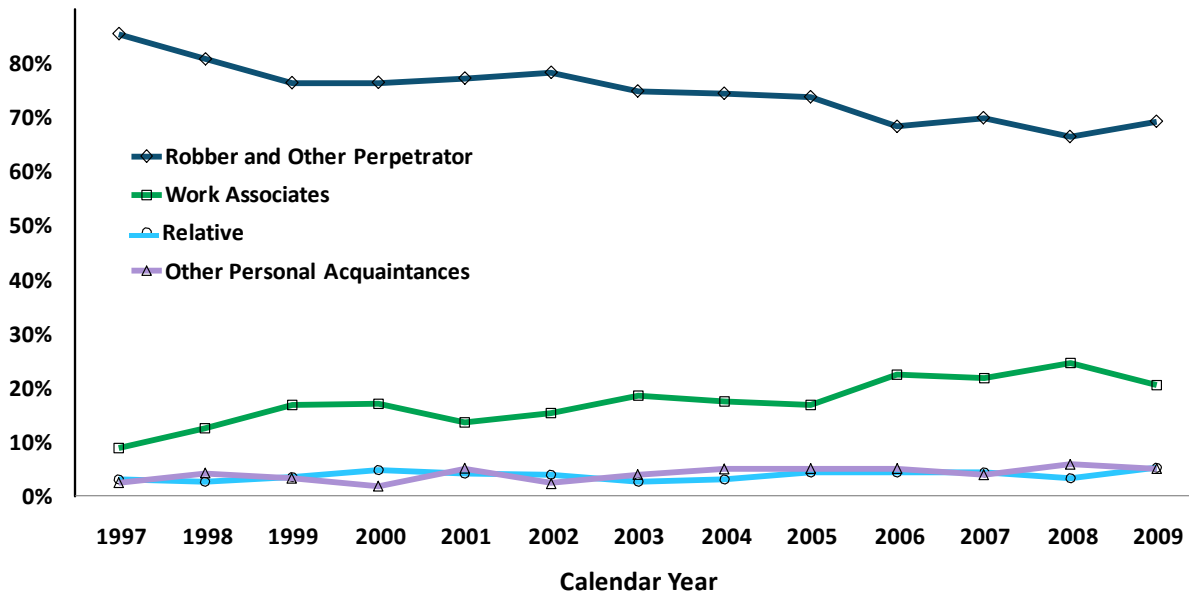
Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2012.



Note: Assaults and violent acts includes homicides, suicides, animal assaults and unidentifiable other.

Homicides due to robberies and similar criminal acts fell markedly over the late 1990s (but still make up 69 percent of all homicides), due largely to the decline in the homicide incidence rate for taxi drivers.

Figure 3 - The Largest Share of Homicides Is Due to Robbers and Other Perpetrators (NCCI)



Source: U.S. Bureau of Labor Statistics

In contrast, homicides committed by work associates (a BLS category made up of both coworkers and customers) have increased to 21 percent. Interestingly, this reflects an increase in violent acts by customers to 9 percent. Despite the headlines, the share of workplace homicides due to co-workers has remained steady at about 12 percent, and the actual number of such homicides has been in the 50 to 60 range in recent years.

A February 2012 SHRM research study showed that 27 percent of businesses had experience an incident of workplace violence within the last 5 years<sup>5</sup> in contrast to the 2005 study conducted by the BLS in which approximately 5 percent of all businesses in the U.S. experienced an incident of workplace violence in the year preceding their survey. The sample sizes and method of collections varied significantly between these two studies, so definitive conclusions based on the above comparative data should be done with caution.

## Financial Impact of Workplace Violence

Current cost estimates for workplace violence remain elusive. A NIOSH Research report in 1998 estimated the economic cost of workplace violence nationwide at around \$121 billion a year. Nonfatal workplace assaults alone result in more than 876,000 lost workdays and \$16 millions in lost wages.

- In 1995 the National Council of Compensation Insurance found \$126 million in workers compensation claims for workplace violence.
- A study released by the Workplace Violence Research Institute in April 1995 showed that workplace violence actually resulted in a \$36 billion annual loss.



- The BLS states that domestic violence causes employees to miss over 175,000 day of paid work annually.
- Lawsuits in the area have been impacting cost substantially. According to Campbell and Karin as reported in Workplace Violence Reporter, the average out-of-court settlement for this type of litigation approaches \$500 thousand and the average jury award of \$3 million. A few awards have reached as high as \$5.49 million.

Even without precise cost information, it is clear that the overall impact and cost to a business of reacting after an incident occurs can be staggering versus the cost of focusing on preventing an incident from occurring in the first place. NIOSH puts the estimated cost of a workplace homicide at more than \$800 thousand.

According to the special report '*The Financial Impact of Workplace Violence*' the cost of reacting after a serious incident has occurred is 100 times more costly than taking preventative actions.<sup>6</sup>

Illustrative of this point is the shooting incident at Virginia Polytechnic Institute and State University (VA Tech) on April 16, 2007, a tragedy which resulted in 32 victims and \$8 million in expenses for the university.

Additionally, an incident will likely trigger an OSHA investigation which could result in a fine. An example, is the federal Occupational Safety and Health Administration imposed a \$7,000 fine against the North Suffolk Mental Health Association, a group home, where a mental health worker was murdered. OSHA found that they exposed employees to the "hazard of physical assault" while providing services to clients and failed to develop and implement adequate measures to protect employees against such assaults.

Employers should definitely be aware of OSHA's heightened focus on workplace violence and the instructions they issued to their investigators in 2012 regarding enforcement and investigation of workplace violence incidents. (See [http://www.osha.gov/OshDoc/Directive\\_pdf/CPL\\_02-01-052.pdf](http://www.osha.gov/OshDoc/Directive_pdf/CPL_02-01-052.pdf).)

## **Industries and Positions Most Heavily Impacted**

Because of the nature of workplace violence, virtually any business or industry that employs people or provides services and/or products to people can be impacted. The positions within a company that have the greatest exposure to workplace homicide are the ones that involve handling cash or other valuables and those that deal directly with clients, customers or people in providing a service.

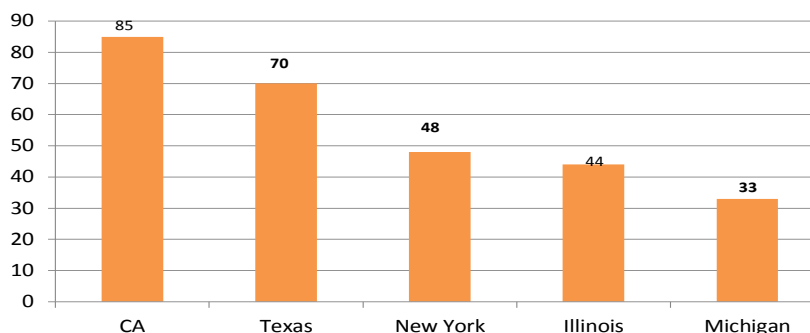
Given the occupations at highest risk for homicides, it is not surprising that the industries with the highest homicide rates in 2010 were: trade, transportation & utilities (39 percent), retail trade (26 percent) and leisure & hospitality (16 percent). It is also noteworthy that the number of fatal workplace injuries among police officers increased by 40 percent, from 96 in 2009 to 134 in 2010.

In terms of cause, the highest share of workplace homicides is still due to the category of robbers and other perpetrators, but that share has fallen from 85 percent to 69 percent from 1997 to 2009. Over the same time period, the share of homicides due to co-workers has remained steady, and the share due to customers has increased primarily due to increases in the share of homicides caused by customers at drinking places and as a result of apprehending customers and breaking up fights.<sup>7</sup>



## Fatal Occupational Injuries in the States

**Figure4: Top Ranked States for Fatal Occupational Injuries Due to Violence and Other Injuries by Persons (or Animals) 2010-2011**



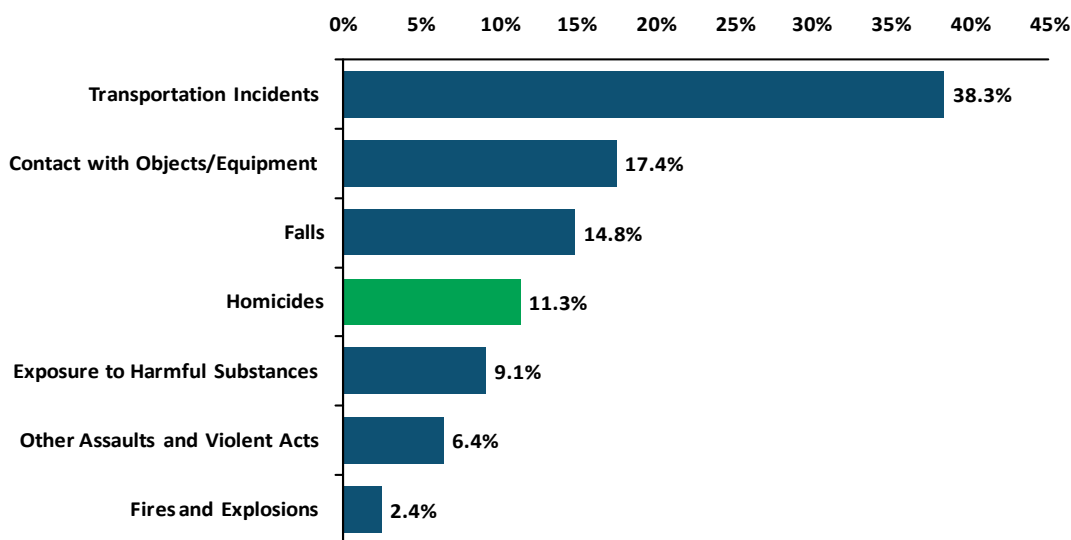
Source: Fatal Occupational Injuries by State and Event or Exposure, 2010-2011

## Workplace Homicides, Suicides and Non-fatal Assaults

### Fatal Incidents

Overall, workplace homicides account for about 11 percent of fatalities in private industry. Based on the 2010 BLS Table A-1, Fatal Occupational Injuries by Industry and Event of Exposure, 84 percent of fatalities attributed to 'Assaults and Violent Acts' impacted the private sector while 16 percent impacted government employees. (See <http://www.bls.gov/iif/oshwc/foi/cftb0250.pdf>).

**Figure 5 – Homicides Account for 11% of Total Fatalities in the Private Industry**



Source: U.S. Bureau of Labor Statistics. Other assaults and violent acts include assaults by animals, self-inflicted violent injury, and unspecified assaults.

Source: US Bureau of Labor Statistics, Reprinted with permission of NCCI from the NCCI Research Brief, 01/2012

So far in the 21<sup>st</sup> century, 2000-2010, an average of 561 work-related homicides have occurred each year in the United States.



**Figure 6: Number of Workplace Deaths from Assaults and Violent Acts By a Person, 2003 – 2009**

Year	Assaults & Violent Acts by Persons	Suicides/Self Inflicted Injuries	Homicides	Homicides		
				Shootings	Stabbing	Other Weapons
2003	854	218	632	487	58	87
2004	769	206	559	421	68	70
2005	750	180	567	441	60	66
2006	752	208	540	436	39	71
2007	828	196	628	503	45	80
2008	791	263	526	421	33	72
2009	837	263	542	434	49	59
2010	832	270	518	405	37	76
2011	743	242	458	358	42	58
2012*	733	225	463	375	32	43

Please note: The numbers stated previously reported in the 2011 Fact Sheet have been revised based on the final statistics that were issued by BLS. Also 'Suicides/Self Inflicted Injuries' and 'Homicides' may not add up exactly to 'Assaults & Violent Acts By Persons' due to some items being coded as unspecified or unknown. For a full explanation go to <http://www.bls.gov/iif/#data>. \*2012 data is based on preliminary data reported.

Source: U.S. Department of Labor, Bureau of Labor Statistics, Census of Fatal Occupational Injuries, 2010, April 25, 2012. Final 2010 data: <http://www.bls.gov/iif/oshcfoi1.htm#2010>. Per Table A-9, fatal occupational injuries by event or exposure for all fatal injuries and major private industry sector.

## Workplace Shootings

As stated earlier mass shootings receive a great deal of coverage in the media. Shootings accounted for 78 percent of all homicides in 2010 and 2011. Out of the 405 workplace shootings recorded in 2010 (24 percent) occurred in retail trade. Workplace shootings in manufacturing were less common, with 17 shootings reported in 2010.

Most shootings occurred in the private sector (86 percent) whereas 14 percent of shootings occurred in government. Of the shootings within the private sector, 88 percent occurred within service-providing industries, mostly in trade, transportation, and utilities. (Source: U.S. Department of Labor, Bureau of Labor Statistics, Census of Fatal Occupational Injuries, 2009; [http://www.bls.gov/iif/oshwc/cfoi/cfoi\\_revised08.pdf](http://www.bls.gov/iif/oshwc/cfoi/cfoi_revised08.pdf))

## Workplace Suicides

Workplace suicides rose to 270 in 2010 reaching the highest level since the numbers have been reported by the fatality census. In 2011, the suicide rate went down to 242 which is still above the average of 227 so far in the 21<sup>st</sup> century.

## Non Fatal Incidents

While workplace shootings such as the incidents at Columbine, Virginia Tech, Fort Hood, NASA, Aurora Theater, Sikh Temple, Empire State Building, Accent Signage (MN), etc. get considerable media coverage, the data is overwhelmingly clear that the larger problem from a numerical perspective is non-fatal workplace violence incidents.

Non-fatal incidents include: simple assaults, aggravated assaults, robberies, thefts, hostage taking and hijackings. Rapes/sexual assaults accounted for 572,000 incidents against persons age 16 or older while they were at work or on duty in 2009 according to the Justice Department Bureau of Justice Statistics' (BJS).



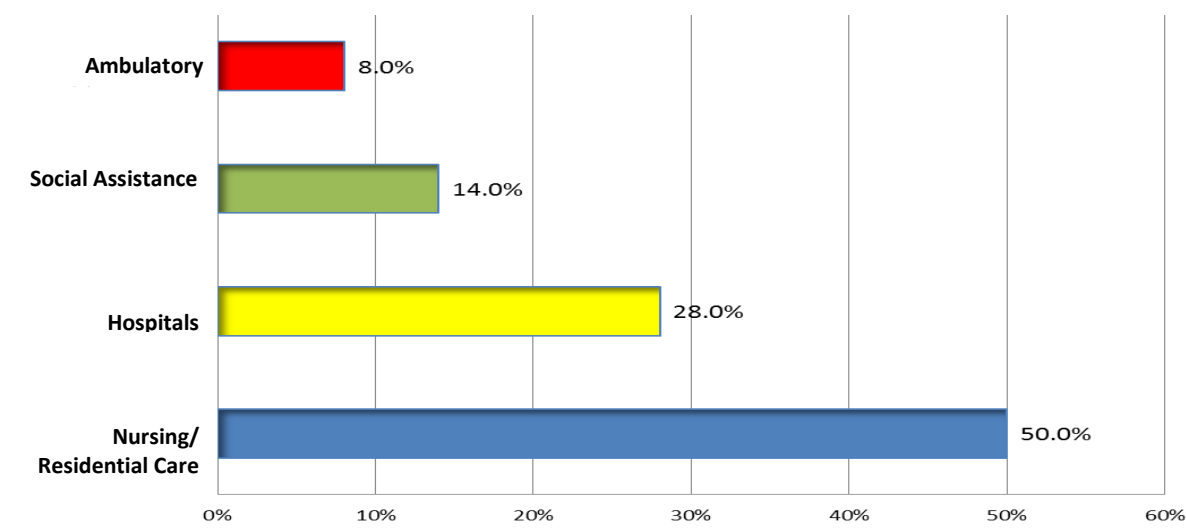
The largest share of workplace assaults are by healthcare patients or residents of a healthcare facility (61 percent). Co-workers make up only 7 percent.<sup>8</sup>

Workplace assaults primarily occur in the female-intensive healthcare industry.

While the incidence rate for assaults at nursing care facilities is high, there are other subcategories within the healthcare and social services industry with even higher incidence rates. These include psychiatric and substance abuse hospitals, mental health and substance abuse facilities, and other residential care facilities including things such as group homes for children and youth.

Other industry subcategories that have above average assault incidence rates for private industry include: cattle ranching, gasoline stations and convenience stores, elementary and secondary schools, urban transit systems, taxi service, bus transportation, facilities support services (including correctional facilities), security guards, and spectator sports.<sup>9</sup>

Figure 7 – Most Workplace Assaults Occur in Female Intensive Health Sector Industry



Source: U.S. Bureau of Labor Statistics, reprinted with permission of NCCI from the NCCI Research Brief, 01/2012

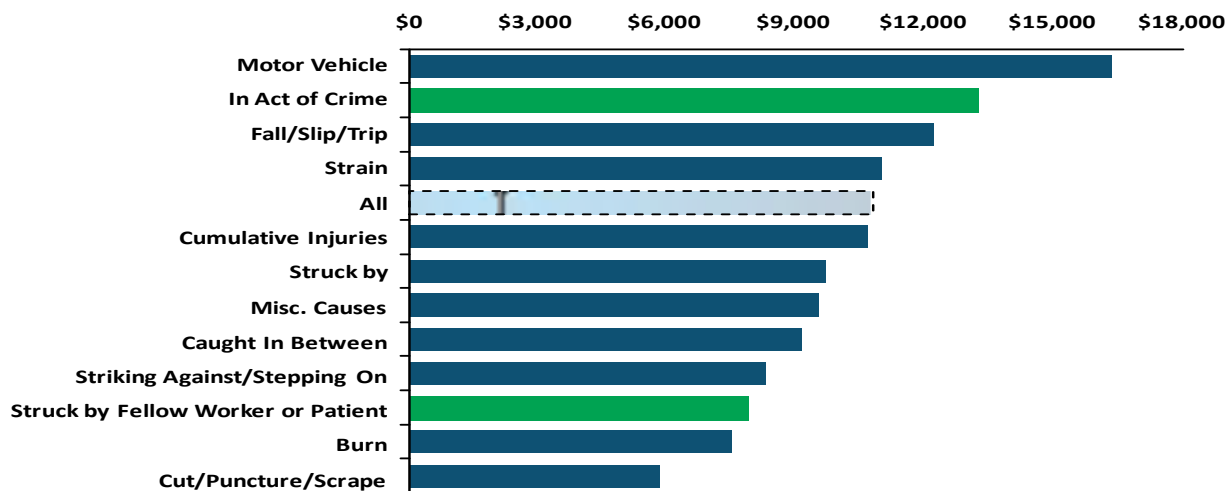
## Workers Compensation Workplace Violence Data Key Findings

Based on the 2012 NCCI Research Briefing workers compensation data related to violence in the workplace is categorized as either —struck or injured by fellow worker or patient or —in act of crime. Neither of these categories makes up a material share of total workers compensation claims.

Injuries resulting from —'in act of crime' are more severe than injuries resulting from other causes. For both indemnity and medical, severity for 'in act of crime' is second highest behind motor vehicle injuries.

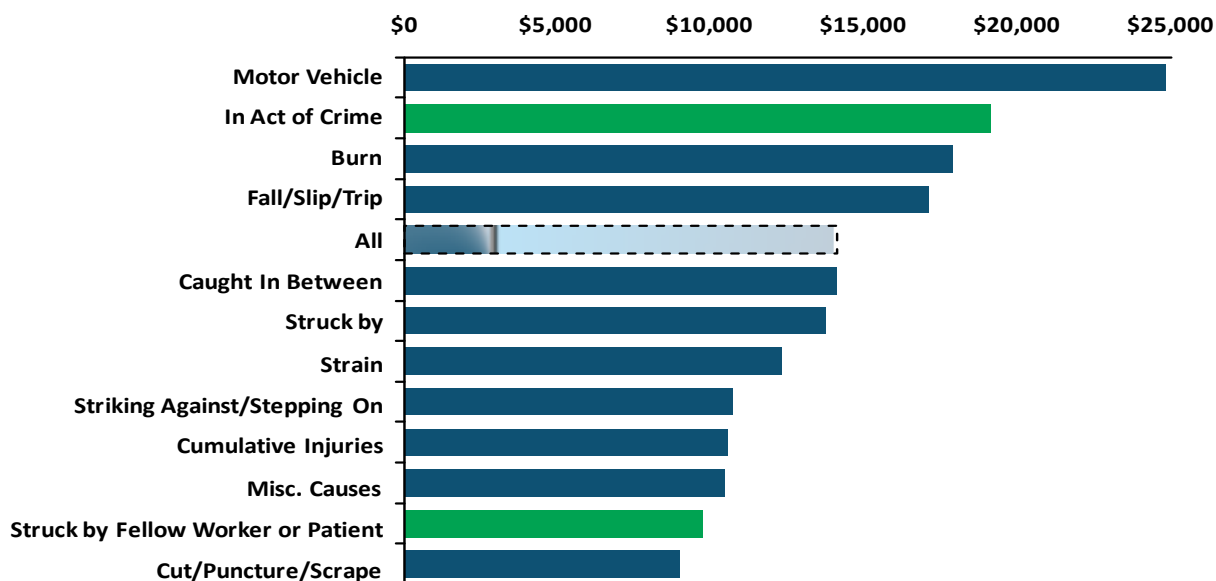


**Figure 8 –Crime-Related Injuries have the Second Highest Average Indemnity Severity While Severity for Struck by Fellow Worker or Patient is Below Average (Average Indemnity Payments per Claim, 2006 – 2008)**



Source: Reprinted with permission of NCCI from the NCCI Research Brief, 01/2012

**Figure 9 – Crime Related Injuries have the Second Highest Average Medical Severity while Severity of Struck by Fellow Worker or Patient is Below Average.**



Source: Reprinted with permission of NCCI from the NCCI Research Brief, 01/2012

Crime-related injuries are also 10 times more likely to involve a fatality than injuries due to other causes while the severity for injuries resulting from being struck or injured by fellow worker or patient is below average.<sup>10</sup>

## The Facts on Workplace and Domestic Violence<sup>11</sup>

*Domestic violence can follow victims to work, spilling over into the workplace when a victim is harassed, receives threatening phone calls, is absent because of injuries or is less productive due to extreme stress.*



## **Prevalence**

- Women are much more likely than men to be victims of on-the-job intimate partner homicide. Spouses, boyfriends/girlfriends and ex-boyfriends/ex-girlfriends were responsible for the on-the-job deaths of 321 women and 38 men from 1997-2009, according to the U.S. Department of Labor, Bureau of Labor Statistics.
- Nearly 33% of women killed in U.S. workplaces between 2003-2008 were killed by a current or former intimate partner.
- According to a 2006 study from the U.S. Bureau of Labor Statistics, nearly one in four large private industry establishments (with more than 1,000 employees) reported at least one incidence of domestic violence, including threats and assaults, in the past year.
- A 2005 phone survey of 1,200 full-time American employees found that 44 percent of full-time employed adults personally experienced domestic violence's effect in their workplaces, and 21 percent identified themselves as victims of intimate partner violence.

## **Toll on Productivity**

- A 2005 study using data from a national telephone survey of 8,000 women about their experiences with violence, found that women experiencing physical intimate partner violence victimization reported an average of 7.2 days of work-related lost productivity and 33.9 days in productivity losses associated with other activities.
- A 2005 study of female employees in Maine who experienced domestic violence found that: 98 percent had difficulty concentrating on work tasks; 96 percent reported that domestic abuse affected their ability to perform their job duties; 87 percent received harassing phone calls at work; 78 percent reported being late to work because of abuse; and 60 percent lost their jobs due to domestic abuse.
- In a 2005 telephone survey from the Corporate Alliance to End Partner Violence, 64 percent of the respondents who identified themselves as victims of domestic violence indicated that their ability to work was affected by the violence. More than half of domestic violence victims (57 percent) said they were distracted, almost half (45 percent) feared getting discovered, and two in five were afraid of their intimate partner's unexpected visit (either by phone or in person).

## **Costs**

- The Centers for Disease Control and Prevention estimates that the cost of intimate partner rape, physical assault and stalking totaled \$5.8 billion each year for direct medical and mental health care services and lost productivity from paid work and household chores. Of this, total productivity losses account for nearly \$1.8 billion in the United States in 1995. When updated to 2003 dollars, the cost of intimate partner rape, physical assault and stalking is more than \$8.3 billion. And in 2010 dollars, it would be considerably more. Much of these costs are paid for by the employer.
- The Centers for Disease Control and Prevention estimates the annual cost of lost productivity due to domestic violence is \$727.8 million (in 1995 dollars), with more than 7.9 million paid workdays - the equivalent of more than 32,000 full time jobs - lost each year.
- The Tennessee Economic Council on Women estimates that domestic violence costs Tennessee approximately \$174 million per year. This 2006 report considers costs in lost wages, productivity, sick leave, absenteeism and costs to the medical, legal and social services systems.

## **Employer's Perspectives**

- Nearly two in three corporate executives (63 percent) say that domestic violence is a major problem in our society and more than half (55 percent) cite its harmful impact on productivity in



their companies, but only 13 percent of corporate executives think their companies should address domestic violence.

- Nine in ten employees (91 percent) say that domestic violence has a negative impact on their company's bottom line. Just 43 percent of corporate executives agree. Seven in ten corporate executives (71 percent) do not perceive domestic violence as a major issue at their company.
- More than 70 percent of United States workplaces do not have a formal program or policy that addresses workplace violence. Programs or policies related to workplace violence are more prevalent among larger private establishments or governments.

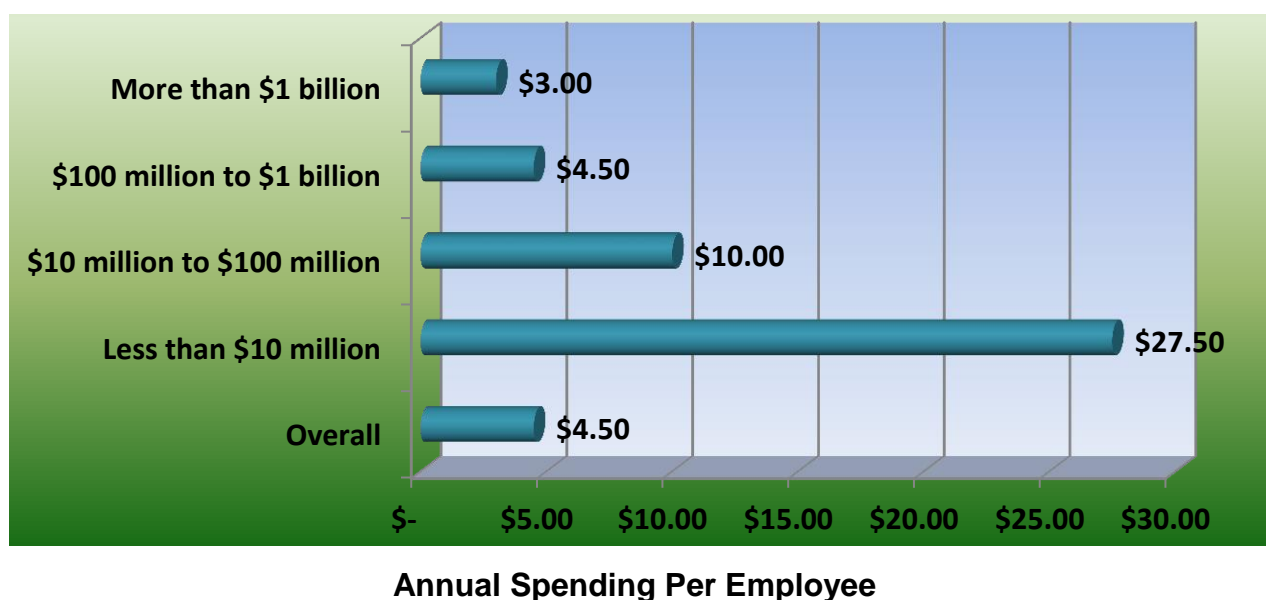
Source: The above section was contributed by the Workplaces Respond to Domestic and Sexual Violence: A National Resource Center. To read more and to see the sources of their data go to:

<http://www.workplacesrespond.org/learn/the-facts/the-facts-on-the-workplace-and-domestic-violence>

## Spending on Workplace Violence Prevention

Organizations spend \$4.50 per employee annually on workplace violence prevention activities, training, and materials for the general workforce, according to respondents (median figure). Naturally, because of economies of scale, the largest companies spend the least on a per-employee basis.

Figure 10 - Annual Per Employee Spending on Workplace Violence by Size of Organization



\*Workplace violence prevention activities, training, and materials for the general workforce

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Government and public service organizations reported spending less than other types of organizations — spending just \$2.00 per employee on average. Among private companies, those in retail spend the least — just \$0.25 per employee for workplace violence prevention annually. By comparison, hospitals reported that they spend \$5.50 per employee, and manufacturing firms spend \$10.00, according to respondents.

## External Influence on Workplace Violence

Research by the University of Western Ontario examined 250 geographically dispersed and operationally independent plants of a U.S. public service organization. After controlling for variables, the study showed that the level of violence in the surrounding community does, in fact, predict



workplace aggression at the organization. In other words, historical data clearly indicates that violence in workplaces is simply a reflection of violence in society. As assaults go nationally, so go assaults on employees while on the job.

The tone from standards and policies set by an organization is very important, however, because community violence has a pervasive impact on violence internal to organizations there must be a significant violence prevention effort at the local level in operations where community violence is more prevalent to attempt to offset the influence of external forces.<sup>12</sup>

The above information has been presented to give human resource, security and management professionals charged with the responsibility for addressing workplace violence a good sense of the nature, scope and size of workplace violence. Needless to say workplace violence continues to be a very real issue that confronts today's workplaces and we hope this information is useful.

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For additional information and to learn specific methods, tools and processes to prevent and address workplace violence visit our award winning web site, [www.WorkplaceViolence911.com](http://www.WorkplaceViolence911.com).

Also to stay current on the latest information regarding workplace violence prevention we invite you to accept a complimentary subscription to ***The Workplace Violence Prevention eReport*** which is published online every other month. It will keep you informed about the latest developments and information related to workplace violence. Sign up today at <http://www.workplaceviolence911.com/preventionreport#formhere>.

Please contact Barry Nixon with any questions or comments at [Barry@wvp911.com](mailto:Barry@wvp911.com) regarding the information in the fact sheet or other questions regarding workplace violence.

### **Glossary and Important Terms:**

Please note that BLS creates reports twice a year, preliminary and final, which means that reported numbers may differ slightly depending on which report they appear in.

You should also be aware that some of the reports and studies are not conducted on an annual or regular basis so information is being reported based on the latest available information.

#### Assaults and Violent Acts

- Workplace Homicides include deaths that occur in the workplace from assaults and violent acts by a person (meaning it excludes assaults by animals) and suicides.
- Workplace Shootings include deaths that occur in the workplace that are inflicted by a firearm. This means that deaths that are the result of other objects use as weapon, e.g. knives, blunt object, etc. are not included in this number.



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## Resources:

- Alliance to End Workplace Violence, <http://aawpv.com/>
- Bureau of Labor Statistics – <http://data.bls.gov/gqt/InitialPage>
- The Corporate Alliance to End Partner Violence - <http://www.caepv.org/>
- Federal Bureau for Investigation (FBI) – [www.fbi.gov](http://www.fbi.gov)
- NCCI Research Brief - <https://www.ncci.com/nccimain/IndustryInformation/ResearchOutlook/Pages/NCCIResearch-ViolenceWorkplace.aspx>
- The National Institute of Occupational Safety and Health (NIOSH) – <http://www.cdc.gov/niosh.html>
- The National Institute for Prevention of Workplace Violence, Inc. – [www.WorkplaceViolence911.com](http://www.WorkplaceViolence911.com)
- Occupational Safety and Health Administration – <http://www.osha.gov/>
- *Workplaces Respond to Domestic and Sexual Violence: A National Resource Center*. <http://www.workplacesrespond.org/>