

WORKPLACE VIOLENCE

A GROWING THREAT, OR GROWING IN AWARENESS?

OSHA estimates more than

2 MILLION

are affected by workplace violence every year.

In 2017, more than



18,000

people suffered non-fatal injuries and more than

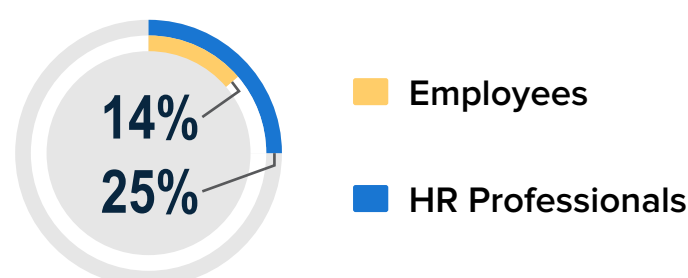
800

died as a result of workplace violence (BLS 2017)

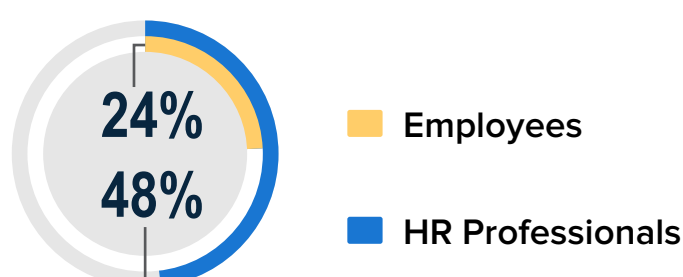
To understand workplace violence, first you need to know

How common incidents are

Respondents who said their organization had an incident of workplace violence in the past year



Respondents who said their organization had ever experienced an incident of workplace violence

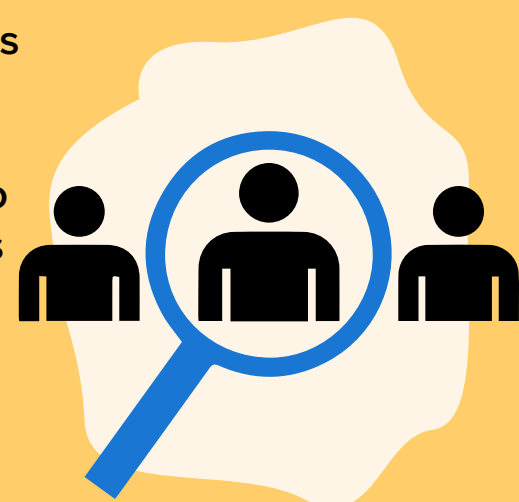


What workplace violence means

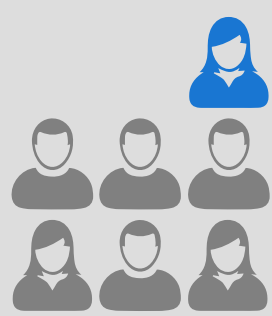


It's any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. It ranges from threats and verbal abuse to physical assaults and even homicide

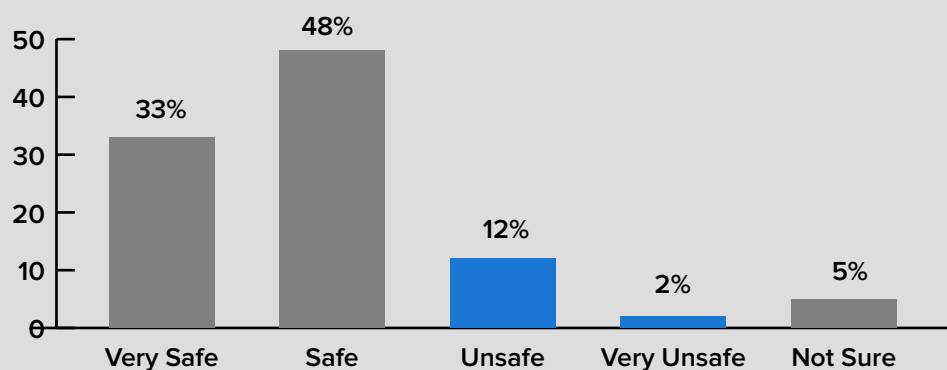
2x as many HR professionals report knowledge of incidents of workplace violence, when compared to other employees. HR knows what happens across the entire organization, while other employees may only know what happens in their department or division.



How safe from violence do employees feel at work?

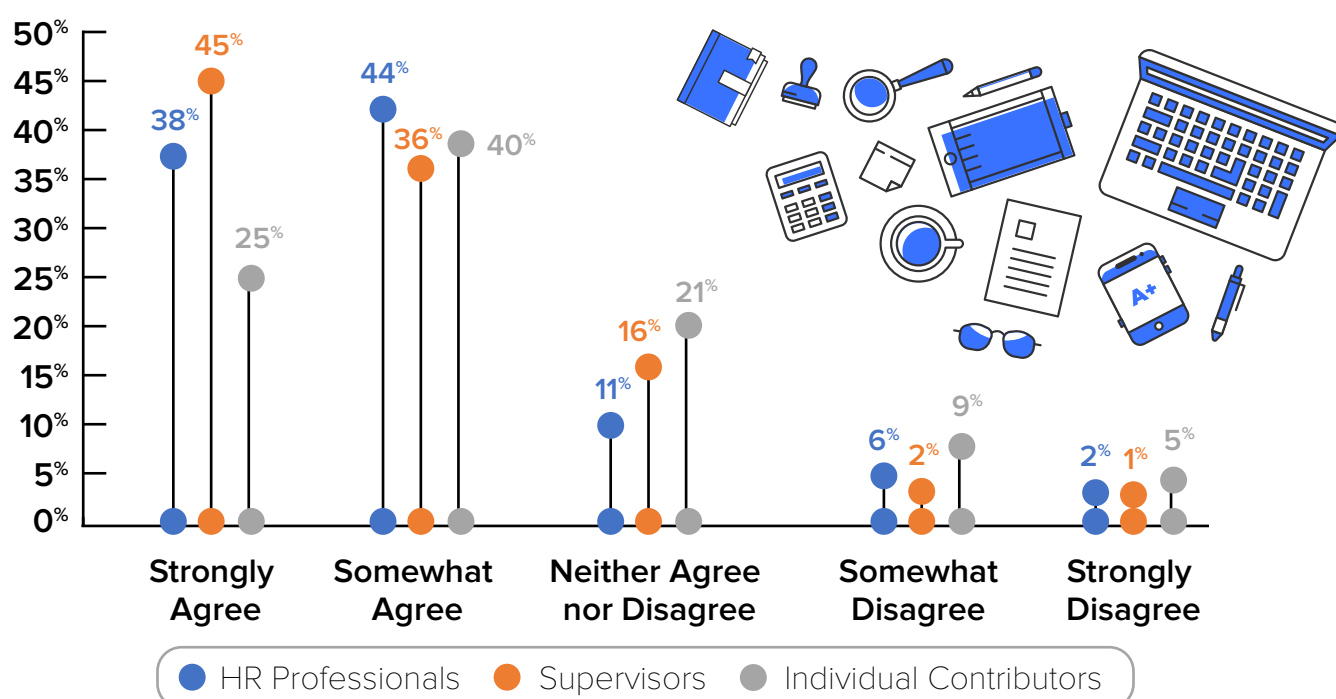


Nearly **1 in 7** employees feels unsafe at work.



How prepared do workers feel to deal with workplace violence?

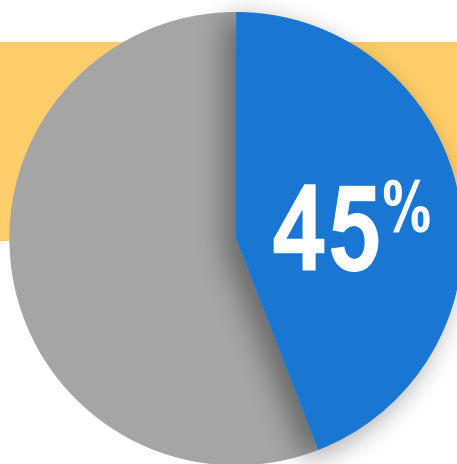
“When I witness or am involved in a workplace violence incident, I know what to do”



Supervisors and HR professionals are more confident that they know what to do in the case of workplace violence than individual contributors.

MORE EMPLOYEES KNOW WHAT TO DO

when they witness or are involved in a workplace violence incident if they work for organizations that have workplace violence prevention programs and employee response training.



of employees say their organization has a prevention program

87% know what to do



workplace violence prevention program



53% know what to do

87% know what to do



employee response training



54% know what to do

What should organizations do about workplace violence?

- Make sure you have a workplace violence prevention program in place
- Establish an emergency response plan
- Provide trainings to all employees on how to respond to incidents
- Communicate with workers about what resources are available



For more guidance on workplace violence see SHRM's newly released online toolkit, Understanding Workplace Violence Prevention and Response