



Workplace Violence

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Definition

- Causing physical harm to another person.
- Making threats.
- damaging employer property or property of another employee on purpose.
- Having a weapon while on company property or time



Level of government

- Workplace violence is a huge problem facing the Federal government today.
- The Department of Justice have found violence to be a leading cause of injuries at work.
- The U.S. Department of Labor's (DOL) policy rules are clear and used to stop workplace violence.

Training

- Have a workplace violence prevention program
- Create a plan for emergency response
- Train all employees on how to handle incidents
- Active Shooter Training
- Make sure employees know about the resources they have

WHAT TO DO WHEN WORKPLACE VIOLENCE ERUPTS

Remember the 3 word mantra: **Run, Hide, Fight** if caught in an active shooter incident.

Three things can make a difference when you are involved in a violent workplace incident.

RUN

If there is an escape path, attempt to evacuate quickly.

- Evacuate whether others agree or not
- Leave your belongings behind
- Help others escape, if possible
- Prevent others from entering the area if you can
- Immediately call 911 when you are safe



HIDE

If can't get out safely find a place to hide. Act quickly and quietly.

- Lock and/or blockade doors
- Turn off lights
- Silence your cell phone
- Hide behind large objects
- Remain very quiet
- Try not to panic



FIGHT

As a last resort, fight, and use force to protect yourself if your life is in danger.

- Attempt to incapacitate the shooter
- Act with physical aggression
- Improvise weapons
- Commit to your actions



When 911 emergency personnel arrive

- Remain calm and follow instructions
- Keep your hands visible at all times
- Avoid pointing or yelling
- Know that help for the injured is on its way

Increased Protection

- Even with all the training in the world work is one place you do not think you will be harassed or harmed; however, it happens often.
- Companies need to invest more money into security and equipment such as metal detectors especially when people work in large public buildings.
- If possible, maybe an onsite Counselor or offer free phone calls so employees feel they can talk when they are not feeling so great mentally.



Who is at risk?

- Everyone who works in the public are at risk but here are a few examples of some of the greatest:
- Workers who exchange money with the public
- Delivery drivers
- Healthcare professionals
- Law enforcement personnel
- Customer service agents

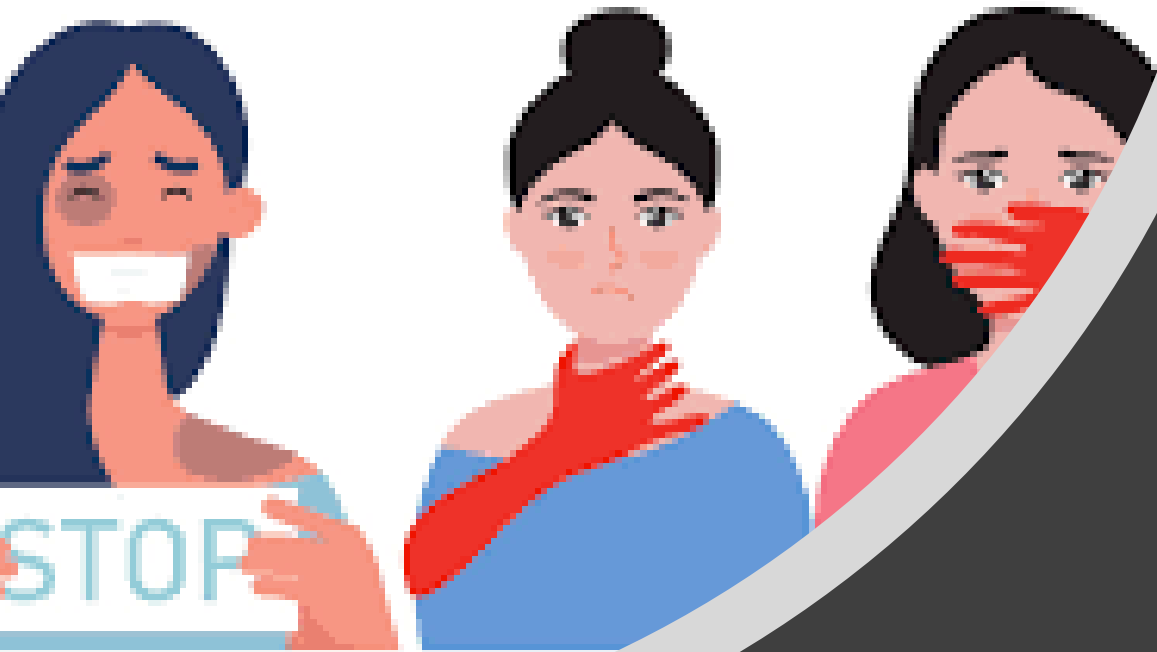


BREAKING NEWS

Events

- Manager shot and kills 6 victims in Chesapeake Walmart include a 16-year-old boy on November 23, 2022.
- A longtime public utilities employee opened fire on co-workers at the municipal center in Virginia Beach on May 31, 2019, killing 12 people.
- Healthcare workers are physical abused by patients everyday, so doctors at Virginia College of Emergency Physicians are urging federal lawmakers to pass a bill that will offer greater protection in health care.

Workplace Violence Statistics



Statistics

- In the United States, there are about 2 million victims of workplace violence each year.
- Healthcare workers have an 8.2% workplace violence incident rate.
- 85% of workplace violence deaths are due to robbery.
- Workplace violence results in 20,050 injuries and 392 fatalities in 2020 alone.

Conclusion

- The definition of workplace violence is violence in the workplace, usually in the form of physical abuse or threat, that creates a risk to the health and safety of an employee or multiple employees.
- Workplace violence can be preventable by making sure everyone goes through training.
- Everyone is a risk of some form of workplace violence.
- The statistics of workplace violence has increased in the last couple of years.



Work Cited

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Identifying and Responding to the Stages of Violent Behavior in the Workplace

