According to preliminary statistics recently released by the U.S. Bureau of Labor Statistics, nearly 17 percent of all workplace fatalities in 2011 were the result of workplace violence.

The 2011 Census of Fatal Occupation Injuries (CFOI) found that there were 4,609 fatal working injuries in the U.S. in 2011, of which 780 were attributed to a result of "violence and other injuries by persons or animals." Of the 780 fatal work injuries that were the cause of violence, 458 were homicides and 242 were suicides. **Shootings were the most frequent manner of death in both homicides (78 percent) and suicides (45 percent).**

Men made up the majority of fatal workplace injuries attributed to violence (680) compared to women (100). Homicides accounted for 21 percent of fatal workplace injuries to women.

Nearly two out of every five homicides to female workers involved relatives with almost all being spouses or domestic partners (current and former). Homicides accounted for nine percent of all fatal injuries to male workers; however, relatives were the assailants in only about two percent of these incidents.

Overall, however, fatal work injuries have decreased by 21 percent since 2006 and by more than 25 percent since 1992.
Workplace violence is violence or the threat of violence against workers. It can occur at or outside the workplace. Workplace violence can range from:

**Physical attacks** - pushing, shoving, hitting, slapping, kicking, or using a weapon with the intent to physically harm another person.

**Threats** - a written, spoken, or unspoken gesture (raising a fist, pretending to strike another, showing a weapon) that shows intent to harm.

**Harassment** - abusive language or acts (such as stalking) intended to harm another person. Typically, the harassing behavior targets the victim’s gender, nationality, culture sexual orientation or appearance.

**Property Crime** - because the destruction of property, sabotage and theft are examples of behavior that often precede violent acts, property crimes are included as a type of work violence to be addressed in the workplace.

There is also evidence that specific workplace characteristics and/or actions may increase the risk of violence.

**An incident is happening, call 911 immediately.**
If you have a concern or an incident has occurred, talk to your supervisor and/or contact Human Resources (HR), the Faculty and Staff Assistance Program (FSAP), or University Police.

Supervisors have some specific responsibilities that include:

- Report threats or acts of violence on campus to a supervisor, department head, human resources or the police department.
- Be aware of the resources available for prevention and intervention.
- Create a healthy work environment.
- Contact the Risk Assessment Team for consultation as needed.
- Listen to concerns of workers regarding threats or possible violence.

**IF AN INCIDENT OCCURS**

**Try to stay calm**
- Stay away from the individual
- Try not to anger the individual
- Leave if possible

**Ask for help**
- Ask the person to leave
- Call 911
- Get someone else to call 911
- Contact supervisor
- Contact appropriate resources

Examples of potential employee behavioral warning signs:
- Uncharacteristic behavior that might signal emotional distress.
- Various forms of intimidation directed toward others.
- Evidence of alcohol or drug abuse.
- Extreme changes in behavior and/or beliefs.
- An obsession with weapons
- Excessive interest in recent acts of workplace violence.

Examples of workplace characteristics that increase the risk of violence:
- Authoritarian management
- Climate of humiliation
- Favoritism

Examples of workplace actions that may increase the risk of violence:
- Increased work demands
- Downsizing or growth
- Strikes or protracted labor disputes
- Discipline or individual termination
- Relocation/reassignment

Persons experiencing a build-up of life and workplace stressors may be at increased risk for acts of aggression or violence.