



## Preventing Workplace Violence

Violence has become a substantial contributor to occupational injury, illness, and death, and a growing concern for employers and employees.

Each week, workplace violence results in deaths and serious nonfatal injuries to employees while at work on or duty. Non-fatal assaults result in millions of missed workdays and cost millions of dollars in lost wages.

What steps can you take to minimize or prevent workplace violence from happening? Planning and preparation are the key. Some basic tips:

- Never underestimate the potential for violence and take every threat seriously.
- Screen employees for potential problems during the hiring process.
- Train everyone to resolve conflict peacefully.
- Encourage reporting of violence, disrespectful behavior and suspicious activities, with zero tolerance toward violence against or by employees.
- Provide professional support to individuals in crisis.
- Design, implement and communicate a comprehensive workplace violence prevention policy and program.

Source: Adapted from NSC's When Violence Comes to Work safety tip insert, <http://www.nsc.org/onlinecart/product.cfm?id=1194>.

Some helpful resources:

National Safety Council, <http://www.nsc.org/onlinecart> (type 'violence' in 'search for products' box)

U.S. Department of Labor, Occupational Safety and Health Administration, Workplace Violence topic page, <http://www.osha.gov/SLTC/workplaceviolence/index.html>

National Institute for Occupational Safety and Health, Center for Disease Control, Occupational Violence topic page, <http://www.cdc.gov/niosh/injury/traumaviolence.html>

The Department of Homeland Security, <http://www.whitehouse.gov/homeland>

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