

Cuyahoga County
Sheriff's Office

Work Place Violence

- Workplace Violence – Means violent behavior, threats of violence or any conduct that can result injury, property damage, induce a sense of fear or otherwise impede the normal course of work. This includes threats, harassment, intimidation, intimate partner violence, physical or sexual assaults and homicides

Work Place Violence Statistics

Study's show non-fatal workplace violence is more prevalent than fatal, though several high-profile fatal cases have gotten a lot of attention.

- Approximately 1.7 million incidents of workplace violence occurred each year between 1993 and 1999 (most were simple aggravated assaults).
- 6% of workplace violence involved rape, sexual assault or homicide
- 518 homicides occurred in the workplace in the U.S. in 2008
- 16% of workplace fatalities resulted from assaultive and violent acts.
- Most workplace fatalities take place during robberies or related crimes

These events cost the American workforce
approximately \$36 billion per year

Workplace Violence Prevention

Since most events do not occur randomly, awareness of and reacting to signs is key to prevention. Noticing those behaviors and their frequency should dictate vigilance.

Examples include:

- sadness, depression, threats, menacing or erratic behavior, aggressive outbursts, references to weaponry, verbal abuse, inability to handle criticism, hypersensitivity to perceived slights and offensive commentary or jokes referring to violence, when observed overall are usually coupled with worsening work performance and manifested in increased tardiness, absenteeism, poor relations with co-workers.

Home issues or challenges often carry over to the workplace and have their own set of signs, often exhibited at work, including :

- disruptive phone calls, text, emails, poor concentration, bruises or injuries, use of unplanned personal time, disruptive visits from current/past partners.

Each incident is different and should be evaluated on its own merits.

If you sense something, say something.

Awareness

Prevention

Action

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