

WORKPLACE VIOLENCE

Many workers experience violence or the threat of violence in their workplaces every year. While these violent crimes can range from physical assaults to robbery and homicide, the most common form of violence is simple assaults. Overall, the number of such crimes has generally declined in recent years. Workers in certain occupations—such as nurses, utility workers, taxi drivers, letter carriers, and especially those who work alone or at night—are particularly vulnerable to workplace violence. Unlike other forms of violence, strangers commit the greatest proportion of these crimes. While homicides in general and at the workplace in particular are rare, workplace homicide is the fourth-leading cause of fatal occupational injury. The majority of workplace homicides are shootings committed by robbers. Despite the overall drop in workplace homicides, the number of workplace homicides of government employees has increased. Decreasing the occurrence of workplace crimes is a growing concern for employers nationwide. The statistics in this section primarily come from data collected by the Bureau of Labor Statistics and the Bureau of Justice Statistics.

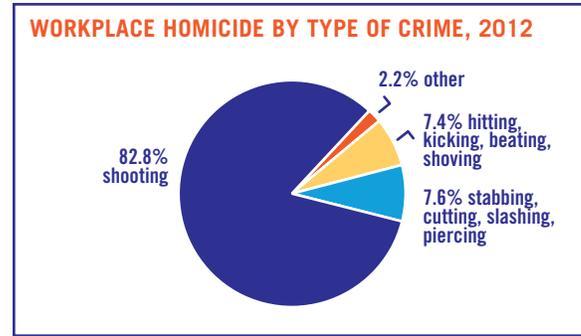
Fatal Violence

- In 2012, 475 workplace homicides occurred, a slight increase from 468 in 2011. Since 1993, the number of workplace homicides declined from 1,068 to 475.¹
- Homicide was the fourth-leading cause of fatal workplace injury (11 percent) in 2012, following roadway incidents involving motorized vehicles (24 percent); falls, slips, and trips (15 percent); and contact with objects and equipment (16 percent).²
- About 80 percent of workplace homicides were shootings in 2012. Other homicides were the result of stabbing, cutting, slashing, or piercing; hitting, kicking, beating, or shoving; strangulation by other persons; and multiple acts by other persons.³

1 Bureau of Labor Statistics, U.S. Department of Labor, "National Consensus of Fatal Occupational Injuries in 2012 (Revised)," 1, accessed July 23, 2014, <http://www.bls.gov/iif/oshwc/cfoi/cfch0011.pdf>.

2 Bureau of Labor Statistics, U.S. Department of Labor, "National Consensus of Fatal Occupational Injuries in 2012 (Revised)," news release, August 22, 2013, 8, accessed October 3, 2014, <http://www.bls.gov/news.release/pdf/cfoi.pdf>.

3 Bureau of Labor Statistics, "Workplace Homicides by Selected Characteristics, 2011-2012," 3, accessed November 6, 2014, http://www.bls.gov/iif/oshwc/cfoi/work_hom_2012.pdf.



- In 2012, 23 percent of work-related homicides with female victims were committed by robbers; 29 percent by other assailants; 21 percent by relatives or domestic partners; 12 percent by students, patients, or customers/clients; 8 percent by coworkers or work associates; and 6 percent by inmates, detainees, or suspects not yet apprehended.⁴
- Of males who were victims of work-related homicides in 2012, 36 percent were committed by robbers; 27 percent by other assailants; 14 percent by coworkers or work associates; 12 percent by students, patients, or customers/clients; 8 percent by inmates, detainees, or suspects not yet apprehended; and 3 percent by relatives or domestic partners.⁵
- Between 2005 and 2009, about 70 percent of workplace homicides were committed by robbers and other assailants, while about 21 percent were committed by work associates.⁶
- According to a recent national study by the Bureau of Justice Statistics, between 2003 and 2010, the number of homicides experienced by government employees increased 29 percent (from 71 to 86), while homicides for private-sector employees declined 28 percent (from 560 to 432). These trends continued into 2011, with 90 government employee workplace homicides and 367 private-sector employee homicides.⁷

4 Bureau of Labor Statistics, "National Consensus of Fatal Occupational Injuries in 2012 (Revised)," 10.

5 Ibid.

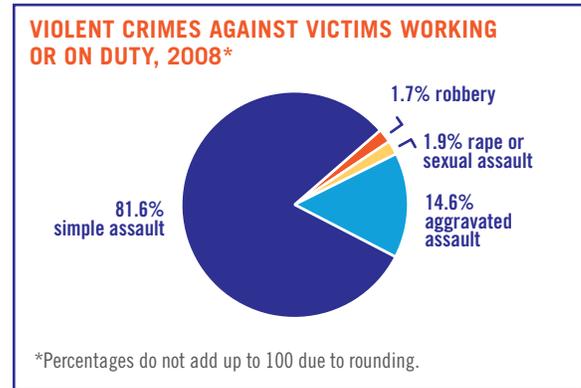
6 Fatal workplace injuries include both accidental and non-accidental events (e.g., accidental fall, motorized vehicle accident, homicide, and suicide). Erika Harrell, *Workplace Violence: 1993-2009*, (Washington, DC: Bureau of Justice Statistics, U.S. Department of Justice, 2011), 1, accessed October 3, 2014, <http://www.bjs.gov/content/pub/pdf/wv09.pdf>.

7 Erika Harrell, *Workplace Violence Against Government Employees, 1994-2011*, (Washington, DC: Bureau of Justice Statistics, U.S. Department of Justice, 2013), 5, accessed October 3, 2014, <http://www.bjs.gov/content/pub/pdf/wvage9411.pdf>.

Workplace Violence

- Of those who were victims of work-place homicide in 2012, 20.8 percent were females, and 79.2 percent were males.⁸
- In 2012, 28 percent of the 351 female fatal workplace injuries were homicides compared to 9 percent of the 4,277 male fatal workplace injuries that were homicides.⁹
- Sales and related occupations made up 24.1 percent of workplace homicides in 2012. Protective service occupations (including firefighters and law enforcement officers) made up 30.3 percent of workplace homicides.¹⁰
- Of those who were victims of workplace homicide in 2012, 71.8 percent of the victims were wage or salary based employees, and 29.7 percent were self-employed.¹¹
- Of those who were victims of workplace homicide in 2012, 21.6 percent were between the ages of 35 to 44 years, and 24.4 percent were between the ages of 45 to 54.¹²

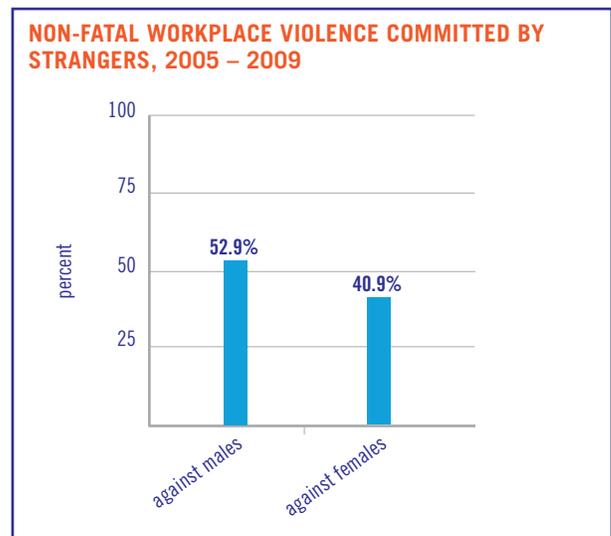
- Of the non-fatal violent crimes committed against victims who were working or on duty in 2008, 81.6 percent were simple assaults, 14.6 percent were aggravated assaults, 1.9 percent were rapes or sexual assaults, and 1.7 percent were robberies.¹⁴



- The average annual rate of workplace violence between 2005 and 2009 (5 violent crimes per 1,000 employed persons age 16 or older) was about one-third the rate of non-workplace violence (16 violent crimes per 1,000 employed persons age 16 or older) and violence against persons not employed (17 violent crimes per 1,000 persons age 16 or older).¹⁵
- Strangers committed the greatest proportion of non-fatal workplace violence against males (52.9 percent) and females (40.9 percent) between 2005 and 2009.¹⁶

Non-Fatal Violence

- In 2008, 15 percent of all non-fatal violent crimes and 15 percent of all property crimes were committed against victims who were at work or on duty at the time. Of non-fatal violent crimes, these percentages were highest for simple assaults (18 percent) and aggravated assaults (13 percent). Of all property crimes, these percentages were highest for household burglaries (24 percent) and thefts (13 percent).¹³



⁸ Bureau of Labor Statistics, "Workplace Homicides by Selected Characteristics, 2011-2012," 1.

⁹ Bureau of Labor Statistics, "National Consensus of Fatal Occupational Injuries in 2012 (Revised)," 9.

¹⁰ Bureau of Labor Statistics, "Workplace Homicides by Selected Characteristics, 2011-2012," 12, 15.

¹¹ Ibid., 2.

¹² Ibid.

¹³ Bureau of Justice Statistics, *Criminal Victimization in the United States, 2008: Statistical Tables*, (Washington, DC: U.S. Department of Justice, 2010), calculated from data in Table 64, accessed October 3, 2014, <http://bjs.ojp.usdoj.gov/content/pub/pdf/cvus08.pdf>.

¹⁴ Ibid.

¹⁵ Harrell, *Workplace Violence: 1993-2009*, 1.

¹⁶ Ibid.