

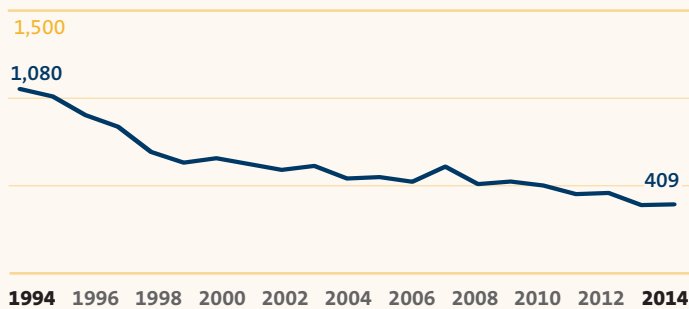
Workplace Violence

Workplace violence is defined as violence or the threat of violence directed at someone on duty or at work.[‡] Following a series of high-profile events, workplace violence has been recognized as an organizational, community, and societal issue. While workplace violence ranges from physical assault to robbery to homicide, the most common form of workplace violence is simple assault. Simple assault is defined by the National Crime Victimization Survey (NCVS) as an attack, without a weapon, that results in no or minor injuries (i.e., cuts, scratches, black eyes, or any injury requiring less than two days in the hospital). Compared to violence outside the workplace, workplace violence is fairly rare; however, given the amount of time that Americans spend at work, it is an important subset of crime.

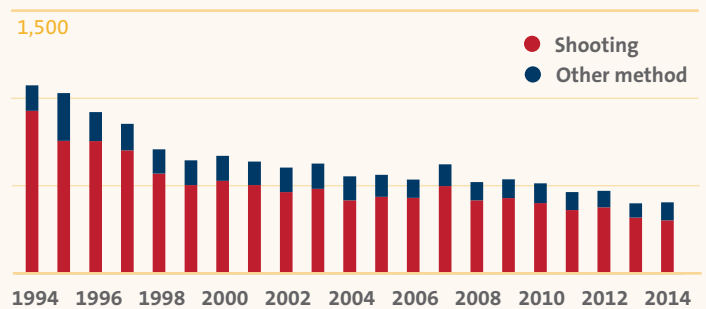
Homicide in the Workplace

Since 1994, **homicide in the workplace has steadily declined**. In 2014, homicide accounted for almost **10%** of all fatal workplace injuries, a 62% decrease from 1994. As a proportion of all fatal occupational injuries, homicide totals have fallen nearly **8%**. In 2014, **firearm-related** workplace homicides accounted for **75%** of all workplace homicides. Firearm-related workplace homicides have decreased 67% since 1994, from 943 to 307 in 2014.^B

Number of Homicides in the Workplace^B

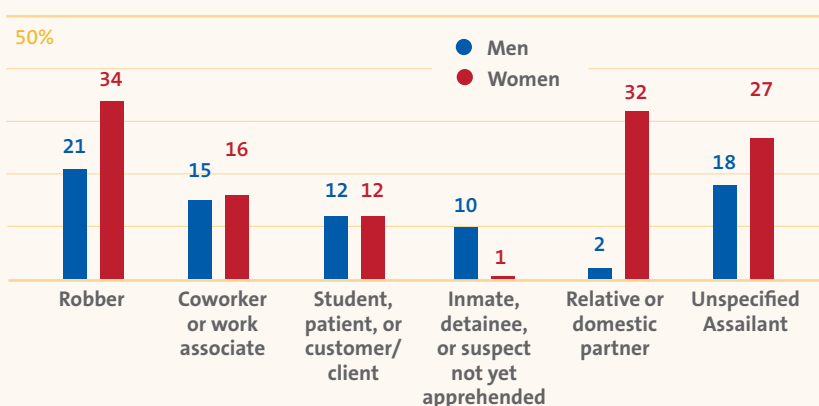


Victims of Homicide in the Workplace^B
by method of homicide



In 2014, **68 women** and **341 men were victims of homicide** in the workplace. Of these women, 32% were killed by a relative or a domestic partner, compared to 2% of the men; 34% of the women were killed by a robber, compared to 21% of the men; and 16% were killed by a coworker or work associate, compared to 15% of men.^B

Victims of Homicide in the Workplace^B
by sex and assailant type



Did You Know?

From 2005 – 2009, **46.7%** of victims of nonfatal violent victimization in the workplace **reported their victimization to the police**, compared to 51.5% of non-workplace victims.^C

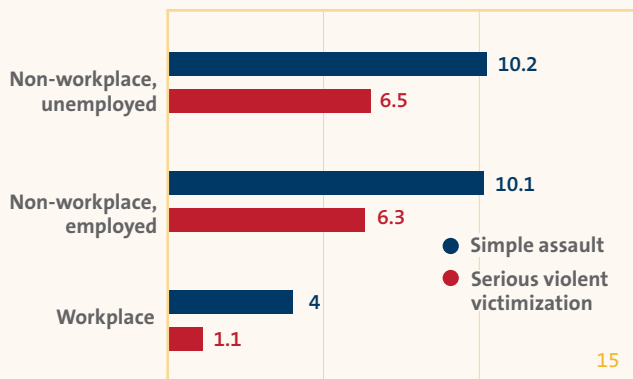
87% of people victimized in the workplace from 2005 – 2009 were **not injured**, compared to 71% of non-workplace victims.^C

Current Data on Nonfatal Workplace Violence

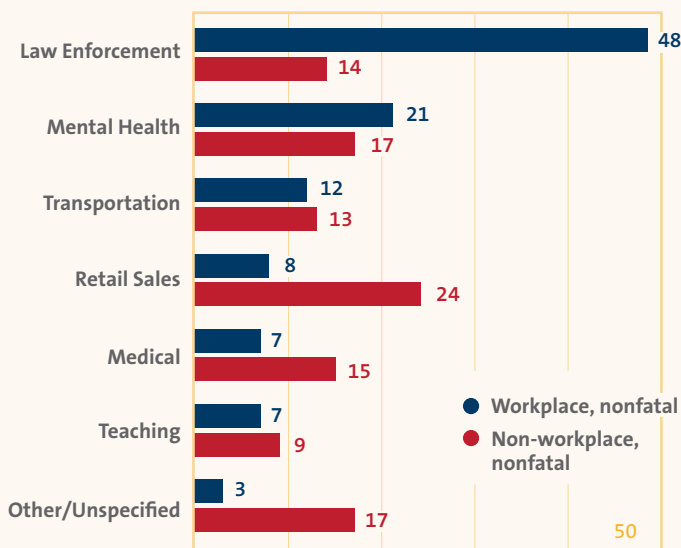
Individuals who are unemployed have much higher rates of simple assault and serious violent victimization (including rape, robbery, and aggravated assault) than employed individuals who are attacked in the workplace. Similarly, rates for simple assault and serious violent victimization of employed individuals outside the workplace are also higher than the rates in the workplace.^C

Some occupations, including law enforcement or mental health professionals, are at a greater risk for violence in the workplace. **Law enforcement officers** have the highest rate of workplace violence, followed by **mental health professionals**. In contrast, individuals in many fields have a greater rate of victimization outside the workplace.^C

Violence by Type of Crime and Location^C
rate per 1,000 people



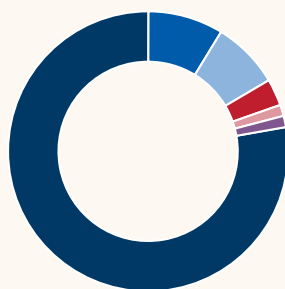
Violence by Type of Crime and Field of Employment^C
rate per 1,000 people



The majority of violence in the workplace is against **white workers**, who experience 78% of workplace violent victimization and 66% of non-workplace violent victimization. Black or African American workers experience 9% of violent victimization in the workplace and 13% of non-workplace violent victimization. Hispanic/Latino workers experience 8% of violent workplace victimization and 15% of non-workplace violent victimization.^C

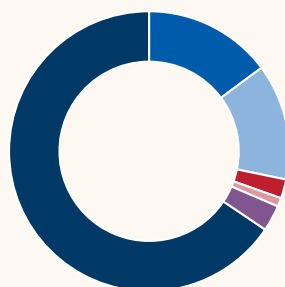
Between 2005 and 2009, **men** were more likely to be victimized in the workplace by a **stranger** while **women** were more likely to be victimized by **someone they knew**.^C

Workplace Violence^C
by race and ethnicity



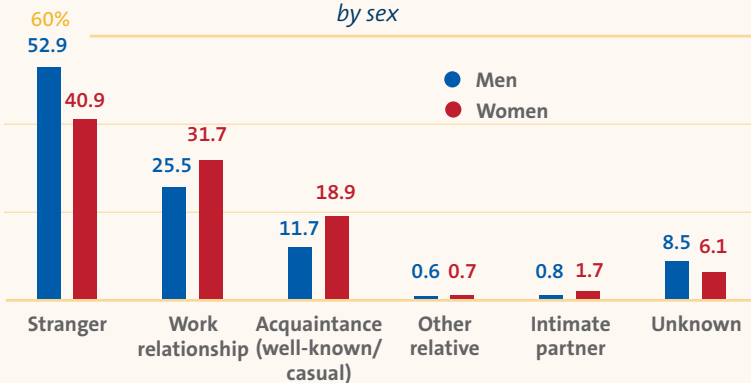
- White (78%)
- Black or African American (9%)
- Hispanic/Latino (8%)
- Asian or Pacific Islander (3%)
- American Indian (1%)
- 2+ races (1%)

Non-Workplace Violence^C
by race and ethnicity



- White (66%)
- Black or African American (13%)
- Hispanic/Latino (15%)
- Asian or Pacific Islander (2%)
- American Indian (1%)
- 2+ races (3%)

Victim/Offender Relationship^C
by sex



SOURCES

- Vaughan Bowie, Bonnie S. Fisher, and Cary L. Cooper, eds., *Workplace Violence: Issues, Trends, Strategies*. (New York: Willan, 2005)
- Bureau of Labor Statistics, *Census of Fatal Occupational Injuries, 1994-2014*, (U.S. Department of Labor); https://www.bls.gov/iif/oshwc/cfoi/work_hom.pdf, www.bls.gov/iif/oshwc/cfoi/work_homicide.pdf, www.bls.gov/iif/oshwc/cfoi/cfch0013.pdf
- Bureau of Justice Statistics, *Workplace Violence 1993-2009*, (U.S. Department of Justice), www.bjs.gov/content/pub/pdf/vv09.pdf