

What is workplace violence and harassment?

Workplace violence is any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. It ranges from threats and verbal abuse to physical assaults and even homicide. It can affect and involve employees, clients, customers and visitors. Acts of violence and other injuries is currently the third-leading cause of fatal occupational injuries in the United States. According to the Bureau of Labor Statistics Census of Fatal Occupational Injuries (CFOI), of the 5,333 fatal workplace injuries that occurred in the United States in 2019, 761 were cases of intentional injury by another person. However, it manifests itself; workplace violence is a major concern for employers and employees nationwide.

Who is at risk of workplace violence?

Many American workers report having been victims of workplace violence each year. Unfortunately, many more cases go unreported. Research has identified factors that may increase the risk of violence for some workers at certain worksites. Such factors include exchanging money with the public and working with volatile, unstable people. Working alone or in isolated areas may also contribute to the potential for violence. Providing services and care and working where alcohol is served may also impact the likelihood of violence. Additionally, time of day and location of work, such as working late at night or in areas with high crime rates, are also risk factors that should be considered when addressing issues of workplace violence.

Among those with higher-risk are workers who exchange money with the public, delivery drivers, healthcare professionals, public service workers, customer service agents, law enforcement personnel, and those who work alone or in small groups.

How can workplace violence hazards be reduced?

In most workplaces where risk factors can be identified, the risk of assault can be prevented or minimized if employers take appropriate precautions. One of the best protections employers can offer their workers is to establish a zero-tolerance policy toward workplace violence. This policy should cover all workers, patients, clients, visitors, contractors, and anyone else who may come in contact with company personnel.

By assessing their worksites, employers can identify methods for reducing the likelihood of incidents occurring. OSHA believes that a well-written and implemented workplace violence prevention program, combined with engineering controls, administrative controls and training can reduce the incidence of workplace violence in both the private sector and federal workplaces. This can be a separate workplace violence prevention program or can be incorporated into a safety and health program, employee handbook, or manual of standard operating procedures. It is critical to ensure that all workers know the policy and understand that all claims of workplace violence will be investigated and remedied promptly.

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Workplace Violence During the COVID-19 Pandemic

As the COVID-19 pandemic continues to evolve, employers and employees may have to continue to enforce COVID-19 mitigation policies—which could lead to COVID-19-related WVEs. Clearly, WVEs have impacted industries and occupations differently, especially those requiring workers to be physically present at work during the pandemic. Aside from those noted above, one of the worker groups that has been negatively impacted is public health workers. Other published NIOSH research has found that nearly 12% of state, local, territorial, and tribal public health workers have received job-related threats because of their work, and an additional 23% felt bullied, threatened, or harassed. [xi] While NIOSH has a long history in workplace violence research and prevention, the COVID-19 pandemic has presented unique situations where typical workplace violence prevention strategies may not be effective. NIOSH will continue to conduct research on these events and identify possible prevention strategies to address these unique situations.

Bureau of Labor Statistics,

20,870 workers in the private industry experienced trauma from nonfatal workplace violence in 2019. These incidents required days away from work. Of those victims who experienced trauma from workplace violence:

- 68% were female
- 65% were aged 25 to 54
- 70% worked in the healthcare and social assistance industry
- 21% required 31 or more days away from work to recover, and 20% involved 3 to 5 days away from work

Visit www.in.gov

Get Prepared: Workplace Violence

<https://www.in.gov/dhs/get-prepared/emergencies/readily-whenever-whenever/workplace-violence/>

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<https://www.in.gov/dhs/files/Workplace-Violence-Safety-Tips.pdf>

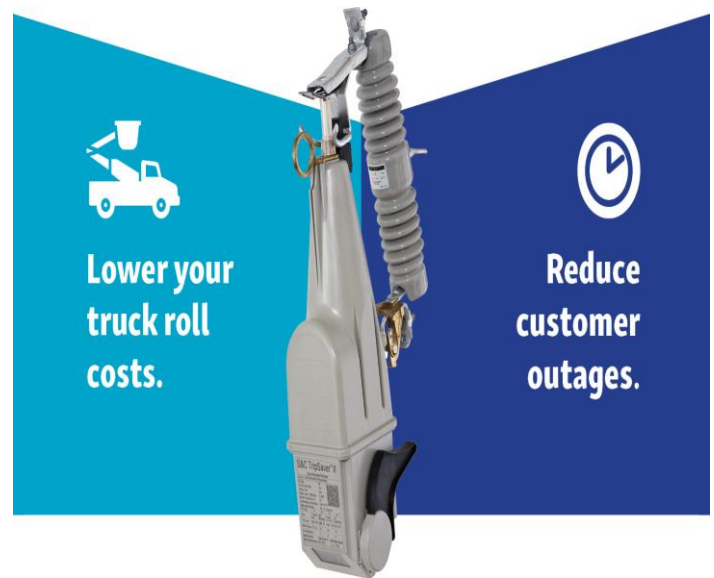
Overall, according to the Occupational Safety and Health Administration (OSHA), nearly 2 million American workers are victims of some form of workplace violence every year. ... Conduct background

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IMEA Workshop Calendar

2022

January

- 12 Supervisory Development Series: Session One (Mishawaka)
- 26 Excavation Competent Person (Lebanon)

February

- 8 & 9 Supervisor Safety (Lebanon)
- 16 Supervisory Development Series: Session two (Mishawaka)

March

- 9 – 11 Apprentice Top-Out Exam #031918 (Scottsburg)
- 16 Supervisory Development Series: Session Three (Mishawaka)
- 21 – 25 IMEA 612 Intermediate Workshop #032320 (Scottsburg)

April

- 4 - 8 IMEA 613 Advanced Workshop #031819 (Scottsburg)
- 12 - 13 Line Clearance Arborist Certification (Frankfort)
- 25 -29 IMEA 611 Basic Workshop #041921 (Scottsburg)

May

- 2 - 13 IMEA 610 Wood Pole Climbing Workshop #050222 (Scottsburg)
- 24 - 26 IMEA 212 Transformer Theory & Connections (Scottsburg)

June

- 7 - 8 Working it Hot - Insulate / Isolate (Scottsburg)

August

- 22 - 9/2 IMEA 610 Wood Pole Climbing Workshop #082222 (Scottsburg)

September

- 12 - 16 IMEA 613 Advanced Workshop #093019 (Scottsburg)
- 21 - 23 Apprentice Top-Out Exam #100118 (Scottsburg)
- 26 - 30 611 Basic Workshop #092721 (Scottsburg)

October

- 11 - 13 IMEA Annual Meeting & Vendor Expo (Blue Chip Casino, Michigan City, IN.)
- 25 - 27 IMEA 212 Transformer Theory & Connections (Scottsburg)

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