



The Safety Zone

The Newsletter of the AHA Workers' Compensation Self-Insured Trust

Violence in the Workplace

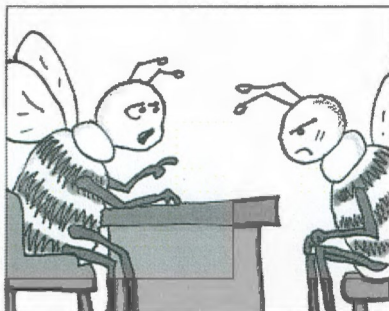
What you need to know

Although dramatic multiple homicide incidents are highly publicized, they represent a very small number of workplace violence incidents. The majority of incidents that employers and employees deal with on a daily basis are cases of assaults, domestic violence, stalking, threats, harassment (to include sexual harassment), and physical and/or emotional abuse that make no headlines. Many of these are not even reported to management. This means data on the exact extent of workplace violence are sketchy.

Like all violent crime, workplace violence creates ripples that go beyond what is done to a particular victim. It damages trust, community and the sense of security every worker has a right to feel while on the job. In that sense, everyone loses when a violent act takes place, and everyone has a stake in efforts to stop violence from happening.

Employers have an obligation under the General Duty Clause of the Occupational Safety and Health Act to provide a work environment free from threats and violence. This can be accomplished when employers commit to the following:

- Adopt a workplace violence policy and prevention program, and communicate the policy and program to employees.
- Provide regular training in preventive measures for all new/current employees, supervisors, and managers.
- Support, don't punish, victims of workplace or domestic violence.



"Next time, file a complaint.
You can't just sting your supervisor."

- Adopt and practice fair and consistent disciplinary procedures.
- Foster a climate of trust and respect among workers and between employees and management.

Continued

news & notes

WORKPLACE VIOLENCE STATS

Workplace violence is a growing problem in the United States. According to the Bureau of Labor Statistics, roughly 2 million workers report being victims every year, and more than 700 die as a result of workplace violence. This has a devastating effect on the productivity of a business and on employees' quality of life.

Estimates of the costs from lost work time and wages, reduced productivity, medical costs, workers' compensation payments, and legal and security expenses are even less exact, but they clearly run into billions of dollars. The National Institute for Occupational Safety and Health has estimated the annual cost of workplace violence to employers at \$121 billion.

Check out this infographic:

[Workplace violence](#)

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Violence in the Workplace, Continued

- When necessary, seek advice and assistance from outside resources including threat-assessment professionals, social service agencies, and law enforcement.

Employees play a role in workplace violence prevention, as well. They should:

- Accept and adhere to the employer's preventive policies and practices.
- Become aware of and report violent or threatening behavior by coworkers.
- Follow procedures established by the workplace violence prevention program, including those for reporting incidents.

As attention to the issue grows, safety pros agree that responding to workplace violence requires attention to more than just an actual physical attack. So, a workplace violence prevention program will be ineffective if it does not consider harassment, threats, and abuse of all kinds. A successful workplace violence prevention program must include training in violence prevention, threat detection, threat assessment, and threat management. And, in fact, this training should become part of the workplace culture.

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Got News?

Do you have news that needs to be circulated or have a subject you would like for us to address? Let us know by emailing the newsletter editor at tcreel@arkhospitals.org.

AHA Workers' Compensation Self-Insured Trust Program is administered by Risk Management Resources (RMR), a division of BancorpSouth Insurance Services, Inc. www.bxsi.com. In March 2003 the AHA Workers' Compensation Self-Insured Trust was established. The program provides workers' compensation coverage to AHA members.

Risk Management Resources, the administrator for the program, assists members in the areas of claims management, safety and loss control. Tina Creel, Vice President of AHA Services, Inc., is the Group Manager of the Trust and provides oversight of the day-to-day operation of the Trust.

The Board of Trustees provides oversight of the overall operation of the Group Trust.