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NATIONAL PRECAST CONCRETE ASSOCIATION

Understanding Workplace Violence: An Ongoing Concern

- Each year, a considerable number of American employees across all occupations report experiencing workplace violence.
- According to Injury Facts[®], in the period from 2021-2022, assaults led to 57,610 injuries, and in 2022, there were 525 reported fatalities due to assault.
- It's crucial to recognize workplace violence can occur in any environment, to include precast concrete production facilities.

Alarming Statistics

- The National Institute for Occupational Safety and Health (NIOSH) categorizes workplace violence into four types: Type I - criminal intent, Type II - customer/client-related, Type III - worker-on-worker, and Type IV - personal relationships.
- The most dangerous scenarios often involve an active shooter. The federal government defines an active shooter as an individual “actively engaged in killing or attempting to kill people in a confined and populated area.”
- The Federal Bureau of Investigation (FBI) expands this definition to include one or more individual(s) in an incident and omits the word *confined* as the term excludes incidents occurring outside buildings. The FBI investigated a total of 48 active shooter incidents in 2023 occurring in 26 states and representing five location categories: open space, commerce, education, health care, and residence.

Run, Hide, or Fight

In the tense moments before law enforcement arrives, staying composed is vital. The FBI recommends three actions: run, hide, or fight.

- **Run:** If there's a safe exit, leave your belongings behind and evacuate.
- **Hide:** If you can't escape, find a secure hiding spot. Lock the door, barricade it if possible, and silence your phone.
- **Fight:** As a last resort, if your life is in immediate danger, try to incapacitate the shooter by throwing objects, using improvised weapons, and yelling for help.

Run, Hide, Fight



RUN



HIDE



FIGHT

CALL 911 ONLY WHEN IT'S SAFE TO DO SO

The Importance of Workplace Policies

Every organization must take steps to address workplace violence.

Managers and safety professionals should establish a comprehensive violence prevention policy which includes:

- Training for employees and an emergency action plan
- Conducting mock drills with local law enforcement
- Implementing a zero-tolerance policy toward violence

Safety Technologies & Training

- Utilizing safety technologies is critical in reducing workplace violence. Strategies such as weapons detection systems, panic buttons, and surveillance cameras can aid in preventing, mitigating, and responding to violent incidents.
- The FBI in concert with local law enforcement partners conducts outreach, education, and training with private sector partners through **Active Shooter Attack Prevention and Preparedness (ASAPP)** training to better prevent, prepare for, and respond to active shooter incidents in the United States and abroad. Precast organizations may contact their local FBI office to coordinate training for their employees.

Recognizing Potential Warning Signs

Violence can stem from motives like revenge, robbery, or ideology, sometimes coupled with mental health issues. While predicting an attack is challenging, being aware of certain warning signs in coworkers may help:

- Excessive use of alcohol or drugs
- Unexplained absenteeism, behavior changes, or decline in job performance
- Signs of depression, withdrawal, or suicidal comments
- Resistance to workplace changes or persistent complaints about unfair treatment
- Breaches of company policies
- Intense emotional reactions to criticism, mood swings
- Paranoia

Recognizing Potential Warning Signs (cont.)

Though each of the above potential warning signs alone may not be an accurate indicator of potential workplace violence, multiple indicators observed from the same individual should be considered when assessing a potential workplace threat. Every workplace is significant to someone, whether as an employee or a customer. Remaining vigilant and aware is essential for maintaining a safe work environment.