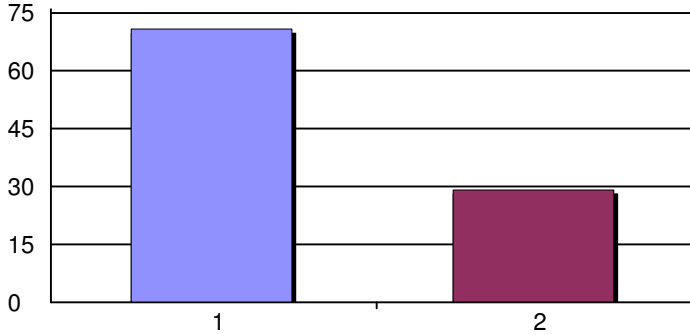


HISTOGRAM REPORT FOR 2017-2018 WORKPLACE VIOLENCE SURVEY

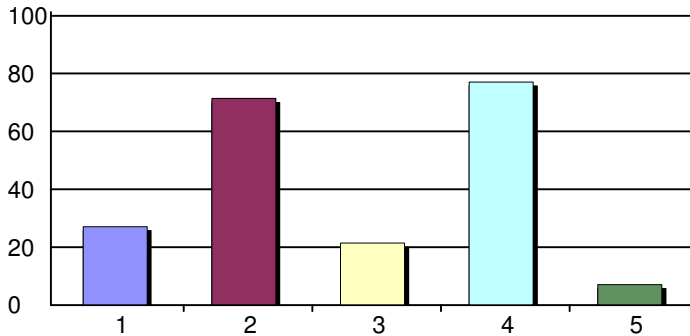
Creation Date: 4/6/2018
 Time Interval: 10/4/2017 to 4/4/2018
 Total Respondents: 99

1. Have you ever seen and/or experienced a violent incident, assault and/or threatening behavior at work?



1. Yes	68	71%
2. No	28	29%
Total Responses:	96	

2. If you answered yes to Q. 1, please indicate which of the following incident(s) occurred. *Please select all that apply.*



1. Physical assault (i.e., kicking, punching, spittin...)	19	27%
2. Emotional assault (i.e., bullying, manipulation, ...)	50	71%
3. Sexual assault (i.e., harassment, stalking, unw...)	15	21%
4. Verbal assault (i.e., threats, blaming, name cal...)	54	77%
5. Other	5	7%
Total Responses:	70	

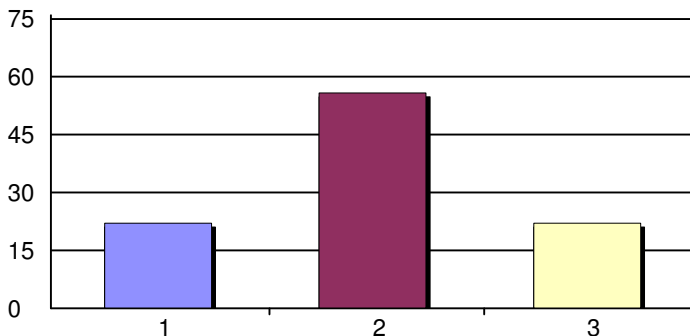
3. Briefly describe the incident(s).

SEE ATTACHED COMMENT REPORT: Q. 3

4. If you saw and/or experience a violent incident, assault and/or threatening behavior at work, what was your response?

SEE ATTACHED COMMENT REPORT: Q. 4

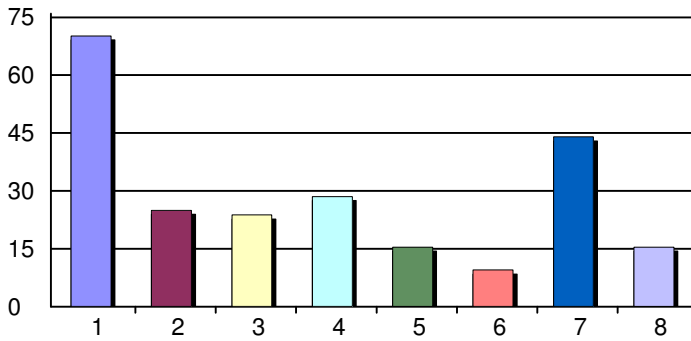
5. Was action taken by the employer?



1. Yes	17	22%
2. No	43	56%
3. Unsure	17	22%
Total Responses:	77	

HISTOGRAM REPORT FOR 2017-2018 WORKPLACE VIOLENCE SURVEY

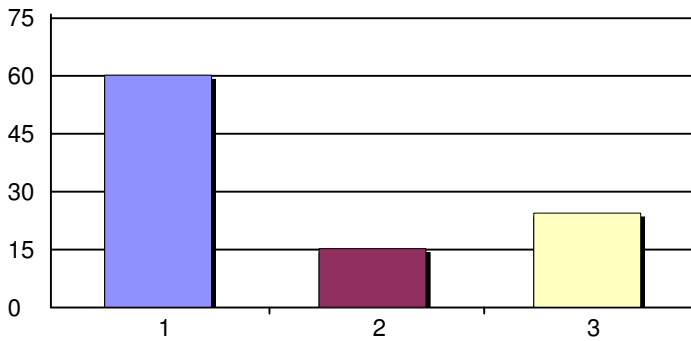
6. What factors would impact whether or not you would report a violent incident, assault and/or threatening behavior at work? *Please select all that apply.*



1. The severity of the incident	59	70%
2. Which supervisor(s) is/are on shift	21	25%
3. Whether or not co-workers are supportive	20	24%
4. The condition of the victim	24	29%
5. The reporting procedure is unclear	13	15%
6. The purpose of reporting is unclear	8	10%
7. Fear of retaliation	37	44%
8. Other*	13	15%
Total Responses:	84	

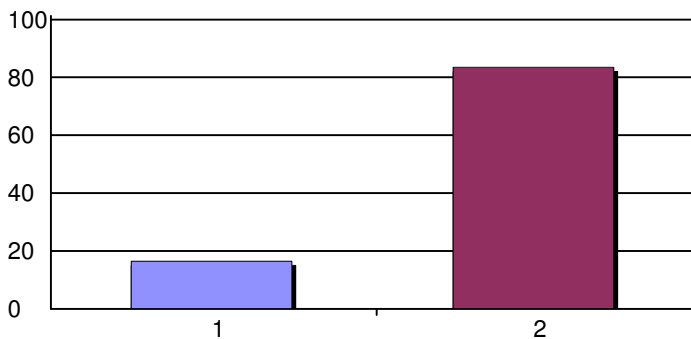
*Q. 6, # 8 OTHER [TEXT] RESPONSES:
See attached Comment Report: Q. 6

7. Do you feel comfortable that you would know how to handle a violent customer and/or co-worker?



1. Yes	59	60%
2. No	15	15%
3. Unsure	24	24%
Total Responses:	98	

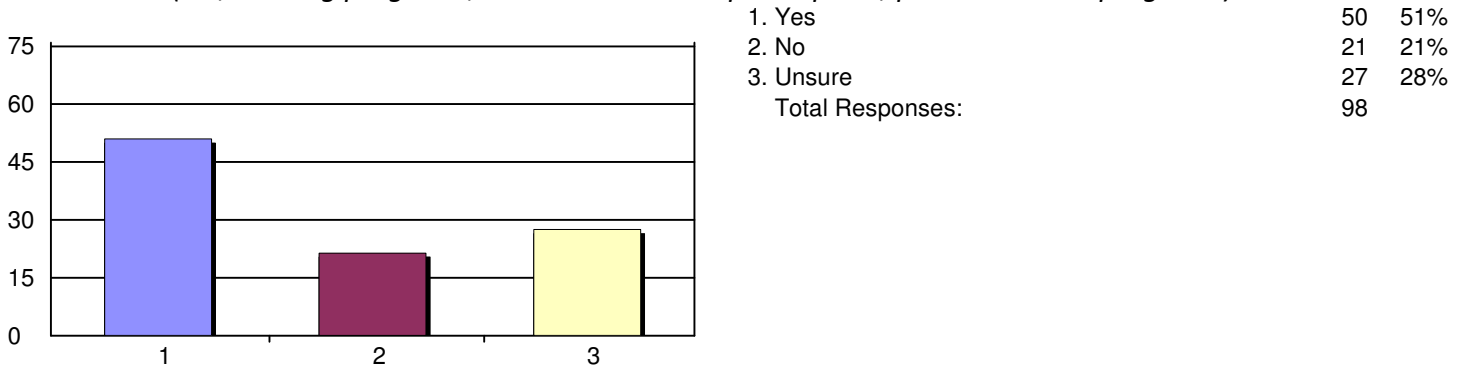
8. Have you ever missed work because of fear of violence at the workplace?



1. Yes	16	16%
2. No	81	84%
Total Responses:	97	

HISTOGRAM REPORT FOR 2017-2018 WORKPLACE VIOLENCE SURVEY

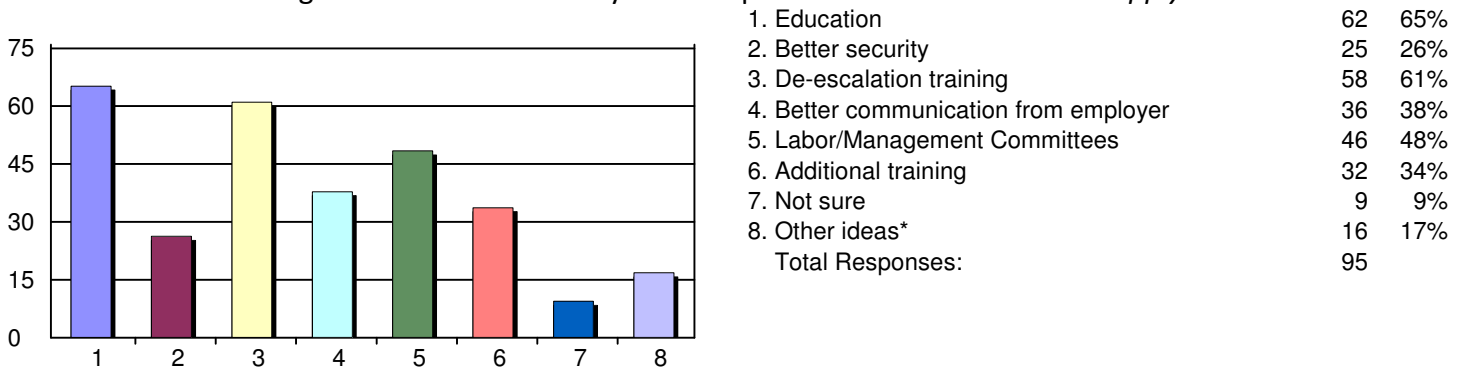
9. To the best of your knowledge, does your employer have program(s) in place to prevent workplace violence? (i.e., training programs, critical incident response plans, personal alarm programs)



10. If you answered yes, please describe the program(s).

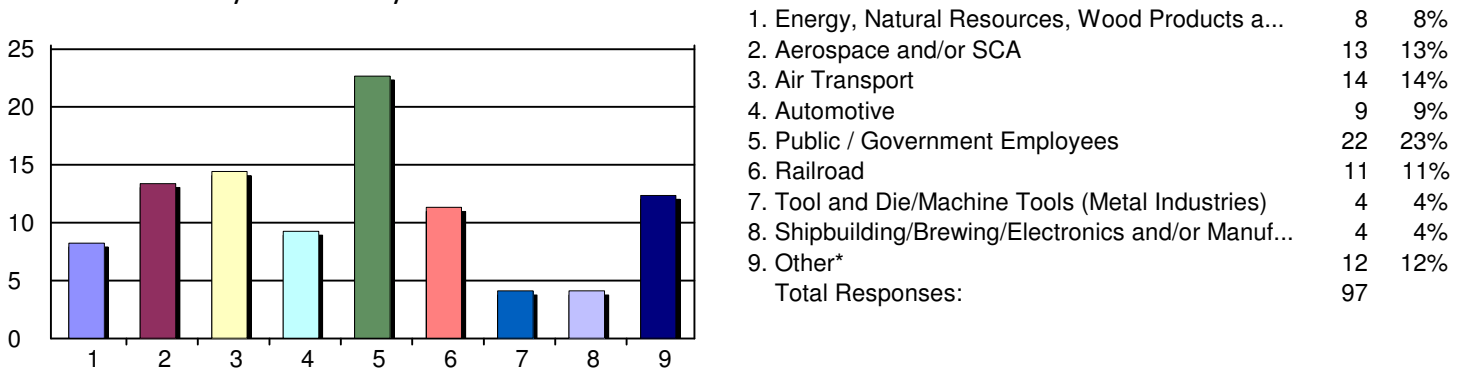
SEE ATTACHED COMMENT REPORT: Q. 10

11. What would you like to see included in a workplace violence prevention standard that you feel would be essential in reducing the risk of violence at your workplace? Please select all that apply.



*Q. 11, # 8 OTHER [TEXT] RESPONSES:
See attached Comment Report: Q. 11

12. Please select your industry:



*Q. 12, # 9 OTHER [TEXT] RESPONSES:
See attached Comment Report: Q. 12

COMMENT REPORT: Q. 3

3. Briefly describe the incident(s):

Threats by coworker. Manager harassing and creating a hostile work environment

3. Briefly describe the incident(s):

I've witnessed supervisors bullying, and intimidating employees including myself. Verbal assaults especially name calling was fairly common until a few years ago. I also witnessed an emotional employee bring two pistols into the shop and threatened the manager and a female employee he was at odds with

3. Briefly describe the incident(s):

We had an employer that verbally threatened a coworker and myself. Threats of attack, cursing, and verbal abuse. He was eventually promoted to our manager.

3. Briefly describe the incident(s):

Emotional: there were numerous occasions where I saw bullying and intimidation in the workplace. (Southwest Airlines) Sometimes things were said with sarcasm, with the thought of, "I'm just kidding..." but it really doesn't work that way. People were offended and hurt.

Sexual: I've personally had men give unwanted shoulder rubs. I would ask them to stop - some did. As the former president of my Local Lodge I had a member stalk me and absolutely terrify me with his words and his actions. I was always a confident president, but when he would come to the meetings I would be shaking in fear.

3. Briefly describe the incident(s):

Incident was between employer and employee. The employer belittled and shamed an employee in front of other workers in the workplace which in turn intimidated anyone from speaking up

3. Briefly describe the incident(s):

Punching, head lock, kneeling, pulling hair, spitting, racial slurs, sexist comments

3. Briefly describe the incident(s):

Union members

3. Briefly describe the incident(s):

I've been called a slut, fat, etc. I was reaching up onto a shelf and a male employee pushed himself into me from behind. A male employee followed me into a walk in cooler and turned the lights off and wouldn't let me out.

3. Briefly describe the incident(s):

My chair was violently kicked by a male supervisor in a crew rest lounge. I was not on duty was fast asleep with at least 12 other sleeping crew members. I am female I've age 60. Add to the physical was the emotional upheaval in my life for over a year.

3. Briefly describe the incident(s):

An employee was verbally abusive to another employee.

3. Briefly describe the incident(s):

Steward was angry with a coworker. He verbally assaulted and threatened him with physical harm.

3. Briefly describe the incident(s):

In semi routine basis I have seen and heard employees verbally threaten serious bodily harm to one another.

3. Briefly describe the incident(s):

At various meetings several employees have resorted to blaming and shaming specific individuals for what they perceive to be a lack of expertise in their jobs. There have been several incidents across the forest where bullying has occurred. The most egregious is when a supervisor who has a history of bullying, yelling and intimidating employees, is investigated. The evidence against them seemed overwhelming and clear but management once again protected their own and the supervisor was found innocent. The bullied employee is now actively seeking other employment.

3. Briefly describe the incident(s):

I was personally grabbed and shaken by another employee.

Other incidences include supervision bullying employees.

3. Briefly describe the incident(s):

As the only female worker in my office I was harassed by a bully for over 7 years.

COMMENT REPORT: Q. 3

3. Briefly describe the incident(s):

And employee called a coworker a name, used profanities , and told him to meet him in the parking lot to fight. Actually, this employee did this to two other coworkers and nothing was done.

3. Briefly describe the incident(s):

A co-worker (contractor) was called a "dick-lick" indicating he was gay/bisexual, in a demeaning way.

3. Briefly describe the incident(s):

I had a Team Lead get mad at me because I wouldn't sign an illegal document she created. She stated you will follow these rules in the document or get reprimand. Then, walk out of the meeting in front of a Supervisor.

3. Briefly describe the incident(s):

Variour incident in the workforce over my twenty plus years working for Department of Defense.

3. Briefly describe the incident(s):

The worst incident I that comes to mind was following a change in a bargaining agreement. I was a Union Steward at the time. A member that I had known for years and had no previous issues with approached me regarding the change. I explained the change which there were initial problems with that were being delt with. The member grew very upset and approached in a threatening manner. He also had a large "Object" in his hand. At this point he explained in a very agitated tone that he was going to climb up there and beat the sh__ out of me with the object. I knew my whereabouts. Assessed my fall back options and which way to run in the event that he made good on the threat and attempted to diffuse the situation. fortunately, he calmed down and I continued to perform my work.

3. Briefly describe the incident(s):

Employee upset with supervisor. Called for a Union safety representative. Because the rep talked to the supervisor previously walking into the area, he became belligerent towards the rep, screaming, yelling and calling the rep names. Then stormed out of the procedure. The rep only talked briefly with the supervisor about a job assignment. There was no mention about what the call was, but the employee took it all wrong.

3. Briefly describe the incident(s):

They find out you have disability the take everything from you and treat you like a kid not an adult

3. Briefly describe the incident(s):

Forced to change a report of findings to direct attention away from the right person and place blame on another

3. Briefly describe the incident(s):

Unwanted contact

3. Briefly describe the incident(s):

Employee yelling, threatening, blaming, name calling. Have witnessed on many occasions.

3. Briefly describe the incident(s):

A CSX manager came out of his office and threatened the clerks. He said: All this talking must mean you have no trains or anything I can find because if you do May God Be With You.

3. Briefly describe the incident(s):

I worked with a woman for 7 years who was my supervisor and was a manipulator. It got to the point where I had to drag myself into work because I didn't want to face her.

3. Briefly describe the incident(s):

Altercation between two employees, verbal assault followed by very brief/minor physical assault (pushing, finger poking in chest).

3. Briefly describe the incident(s):

...bullying in a previous work setting

3. Briefly describe the incident(s):

Too many to describe

3. Briefly describe the incident(s):

Had a visitor verbally assault a recreation employee after the employee had been unintentionally locked behind a road gate during winter weather. I was the supervisor at the time.

COMMENT REPORT: Q. 3

3. Briefly describe the incident(s):

Supervisor's tone of voice was confrontational and inappropriately so. Subordinate was trying to advise supervisor of their knowledge and experience regarding procedure and directive.

3. Briefly describe the incident(s):

Bullying by District staff personnel

3. Briefly describe the incident(s):

I am a female and I was the Safety Specialist for my work unit. I shut a job down because of Safety issues. I had an OSHA inspector and my "acting" supervisor with me at the time and I knew if I didn't take immediate action and shut the job down, OSHA would write us up. Unfortunately, my supervisor was not trained in safety issues and he didn't know what to do, so I took action. It affected an entire department and the manager of that department was off-site. When he learned of the shut-down he was very angry and confronted me in the parking lot. He kept coming at me and bumping my chest with his chest, he didn't raise his hands but his fists were balled at his side and he was screaming at me.

3. Briefly describe the incident(s):

A seasonal employee had a fetish and fixated on several women within the unit

3. Briefly describe the incident(s):

Supervisor telling employee on a daily basis that the work performed was not good enough. Employee was working 10.5 hour days as a sale administrator. Employee worked harder and was put on a PIP. When Employee requested help from Supervisor, Supervisor told Employee to figure it out; or "it is what it is". Unbeknownst to Supervisor, Employee sought help from other sale administrator who was held by Supervisor in high esteem. Other sale administrator said Employee was doing everything exactly as he would have done it, right down to the wording on the 181s. The next day, Employee was in trouble again for how things were handled on the previous day. Employee asked other sale administrator if HE was in trouble for HIS 181. The answer was no. When Employee went to District Ranger (Supervisor's supervisor), DR refused to hear Employee's side of the story, stating that "it would only cause a bigger rift between you and Supervisor". Supervisor was backed by DR, DR backed by Forest Supervisor. Employee's side of the story was never heard and Employee was removed.

3. Briefly describe the incident(s):

Repeatedly intimidated by boss and bullying so much that eventually after filing complaints with higher ups that I had to find a new place to work. Now this person is doing the same thing to another person and nothing being done about it again and this person is having emotional counseling. Other employees told higher ups what was going on and still this person is still in a position of authority

3. Briefly describe the incident(s):

Me: trees dropped on me on purpose, pack filled with rocks, tools and equipment yanked out of my hands or thrown at me.

Others I represented: attempted rape by workleader; kicked in the breasts; entire mouthful of sunflower seeds spit into her face; nozzle opened up and straight-streamed into the face; foot twisted hard; plus....

There are so many examples, that I cannot "briefly" describe them here.

3. Briefly describe the incident(s):

Both as a supervisor and as a hard worker, I was harassed, socially ostracized and even physically threatened

3. Briefly describe the incident(s):

There is very little comity on the district, especially in Staff Meetings. They get so contentious that I expect to see intestines flying against the wall at any moment.

3. Briefly describe the incident(s):

Sexual Assault: I had a man I worked with constantly come up and rub my shoulders. I asked him to stop. The third time he did it, I told him if he continued to touch me I would have to contact HR. He never touched me or anyone else in our department after that incident.

3. Briefly describe the incident(s):

Liberals are super loud about their wish to hate Trump, while all other political parties who didn't want Hilary are left to hide in the shadows of silence.

3. Briefly describe the incident(s):

Two workers got nose to nose.

COMMENT REPORT: Q. 3

3. Briefly describe the incident(s):

all have occurred. An employee would call another employee and make sexual suggestions at work. I have seen a pax hassle a good looking agent to try to get her to go out with him when he returned from his trip.

3. Briefly describe the incident(s):

Horse playing mostly, guys can't keep there hands to there self

3. Briefly describe the incident(s):

I've seen management at jobs push people around to the point of mentally messing with them so their kind of dangerous to have on a job.

3. Briefly describe the incident(s):

hostile management

3. Briefly describe the incident(s):

I was pushed from behind by my team lead.

3. Briefly describe the incident(s):

I was wearing a union pin and had a union pen visible in a pocket. A supervisor said I was violating a new rule of which I was unaware. I thanked him for the warning, not fully understanding was he was referring to. He chased me down the hallway, calling, stop! Stop! You can't go! I told him to quit harassing me and proceeded to work. I was written up, put the incident in my file, but never heard another word. Another supervisor did approach me telling me to comply with their new rule of "no advocacy".

3. Briefly describe the incident(s):

Physical Assault - Employees Pushing each other because one believed the other didn't do enough work on his shift and left the work for the next crew. An argument over this occurred and pushing/punching occurred.

Emotional Assault - Every day occurrence. The motto where I work is "We work in a factory - leave your feelings at home" Bullying also occurs with Supervisors who pick on the same person, usually because they know they will do the job, so instead of being rewarded for working hard, you end up being punished.

Sexual Assault - I have never seen an assault; however, women are hit on a lot. Once a supervisor offered to pay for sexual favors. Women are subjected to men's anatomy being drawn everywhere and are sometimes told good and bad things about their physical appearance.

Verbal Assault - it's a factory...I don't agree with it, but it's pretty much a free for all with the name-calling

3. Briefly describe the incident(s):

Tech did not like being teased by another tech and got into a shoving match.

3. Briefly describe the incident(s):

too many to label

3. Briefly describe the incident(s):

Social Media

3. Briefly describe the incident(s):

Removing people from regular task having management do the work not allowing people to preform work in there job skill.
Telling them they will no longer be allowed to be in area.
Wrighting up union member for stating they will file greavence.
Having people work outside there job discription.

3. Briefly describe the incident(s):

Frequent actions vy management fall in these categories

3. Briefly describe the incident(s):

Seen men fight. Seen foreman veberaly abuse co worker. Seen men grab another man acting like he is having sex with him.

3. Briefly describe the incident(s):

Many instances of members bullying other members verbally on a daily basis. Currently we had a member get so angry at another member he hit the member in the head with a car door and later stalked and grabbed and poked the member in the neck and head area.

COMMENT REPORT: Q. 3

3. Briefly describe the incident(s):

A male employee that has some problems mentally said my laugh set him off. One day I was talking and laughing with a supervisor and he tried to jump from the area he was in to hit me because he thought we were laughing and talking about him.

I had a former employee ask me for some breast milk after I had my third child, and he asked me if I would be naked and squirt the milk on a mirror.

I had a former white male employee call me derogatory names the first year of my employment.

3. Briefly describe the incident(s):

Different workers threatening another worker of harm and to meet them at a certain location after work.

Worker got into a verbal argument with another worker, and after work tried to run the worker off the road .

3. Briefly describe the incident(s):

I have seen an array of incidents ranging from physical cust a cuffs to nagging harassment, unfortunately it is very common on the railroad.

3. Briefly describe the incident(s):

Aggressive manager

COMMENT REPORT: Q. 4

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Reported it according to company policy

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Early in my career I would step back and either take it or watch it without any intervention. As I got a little older, I learned to stand up for myself and those around me. When the guy with guns came in, I learned to rely on our security forces for egregious actions.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Emotional: I was a Steward and able to address it. I used my words and got them to cease and desist.

Sexual: As stated above, I would ask them to stop the rubs and some of them did. If they didn't, I would let them know I knew how and who to contact regarding their unwanted touching. That would stop the rest of them. As for the stalker, it took my union brothers to step into the fray and tell him to stop. Well, that and a cop friend that showed up at my union meeting and also advised him to stop.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Tried to have a conversation with employer but they were not having it

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Advised management

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Separation and prosecution

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Told them to knock it off repeatedly. Eventually went to the manager and she told me to stop hugging my friends at work because it gave my harrassers the wrong idea.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Saw supervisors mentally abuse other employees. I advised employee to seek out union help or attorney.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Let him cool off and talked with him.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Different circumstances required different responses. In most cases I encouraged the parties to remember where they are and the consequences, in some cases I intervned with a personal plea for peaceful resolution.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

As the Chief Steward of the local I have zero tolerance for any of the above (2) listed incidents. I have on several occasions pulled employee's, who were bullying or patronizing others, aside and counseled them that their behavior is unacceptable and needs to change. In two case's I encouraged the employee to apologize, which they did.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I told HR about these incidences.

COMMENT REPORT: Q. 4

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

To represent and try and quell the situation

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I notified management and after there was no resolution, I had an emotional collapse and have not been able to return to my office after 18 months. The agency and personnel did nothing to stop the harassment.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I try to deescalate the situation when someone was being bullied, by pulling the aggressor to the side. When I received unwanted advances, I let them know that I was not ok with them speaking to me in that manner.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Being the only female in the group at that time there wasn't much I could do. The manager was aware of each incident.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

He chose not to report it and I think was afraid he'd be let go. He was a contractor. Could have been let go very easily if they thought he was a trouble maker.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I told a supervisor this type of behavior is unacceptable.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Reported the incident to management.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I was very relieved that I was able to diffuse the situation

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Just sat there and let the employee vent. Tried to calmly explain what the conversation was with the supervisor, but the employee was upset.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

file a grievance

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I did as I was told and returned to my office

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I did not report it. ...others reported it later who had issues with the same person...the person was investigated and went for help

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Informed the employee of the Agency policy and tried to de-escalate the situation.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I filed an ethic complaints but nothing happened

COMMENT REPORT: Q. 4

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I tried to intervene, to step in front of the person being targeted, usually with humour if at all possible. Mostly I just tried to get them away from the situation

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I thought "those guys are idiots" why would they do that on government property?? They should take it off property at least.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Addressed it. My role is to educate/train workers regarding bullying as a particular form of workplace mistreatment

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

contact supervision- No action taken due to no witness. Company did question the offender, but offender denied the incident.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I stepped in to help the employee de-escalate the verbal exchange. the Line Officer was not yet in the office.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I reported this

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I became very stressed out, I am now withdrawn and can no longer work with these people.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I stood my ground and I didn't back up one inch. My supervisor tried to intervene but the manager shoved him aside and kept coming at me. After a few minutes the OSHA inspector, who was a retired Navy NCO, threatened to write the manager up because he willfully and knowingly put the employees at risk. From that point forward the manager was my enemy and retaliated every chance he got. He recruited some of his workers to sabotage my work and the reign of abuse went on for about a year. When the 2nd in command of the entire facility heard about what had been happening for the past year, he promoted me into another position and took me out of the line of fire. As far as I know, there was no disciplinary action taken against the manager. He still had his job.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Reported it, caused him to be put on admin leave while it was investigated through his eventual termination.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Employee was medicated for anxiety and panic attacks resulting from interactions with this Supervisor. Employee went to the Union. Forest Supervisor was backed by Regional Forester in Grievance. Employee was informed that Employee had no business being in sale admin and put in another position at another building. ("Either you TAKE this job, or you HAVE NO job.") When Employee was placed, no email was sent out to inform others that Employee was there or what capacity Employee was working in, so when other employees would enter Employee's new office, they would be startled and say things like, "what are you doing here?" Anxiety persisted, depression resulted, and health issues continue.

COMMENT REPORT: Q. 4

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Reported to direct-line supervisor, Forest Supervisor, filed grievances, filed EEO complaints, traveled to Washington DC on my own dime TWICE to meet with USDA Secretary of Agriculture Vilsack, Forest Service Chief Tidwell, Civil Rights staff including Guzman, and filed a THIRD class action lawsuit as a Class Agent representing women in fire in Region 5 California. Interviewed with Huffington Post, Washington Post, New York Times, High Country News, and most recently filmed with PBS for a documentary coming out late February/early March. We've tried everything; however, management and perpetrators continue to be moved and promoted, while we, the whistle blowers, are retaliated against, terminated, forced to resign/retire, disciplined, have our duties removed, are taken out of our jobs, humiliated, discredited, continuously bullied and made to look like the "bad guy" for bringing egregious acts forward, and even receive death threats. The males who have perpetrated the acts and the management officials who continue to allow this egregious behavior are never held accountable. We have coined our treatment after reporting as "career suicide". We have coined how managers and employees who allowed and perpetrated egregious behaviors toward women were moved and promoted as "disciplinary promotions."

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I was patient and forgiving, but did stand my ground.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I have seen verbal assaults, as a Steward I always intervened.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Kept quiet

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I got between them and broke it up.

And no action was taken by the company because we don't rat our Union brothers out.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

jumped in to assist as the pax was yelling and screaming at agent. Told customer I wouldn't let them on plane as they were out of control and a possible threat to the other pass on plane if they couldn't control themselves! Pax calmed down, and I had them wait awhile to board to make sure they were calmed down! I've seen spitting in face of agent, I know of a physical attack on an agent, where the pax grabbed their arm and tried to drag them. Paxs yelling a agents has happened several times I have seen in my career over 14 years. Paxs are becoming more dangerous and out of control than they used to be. Flying has become much more stressful and they take it out on the agents and TSA agents

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Stay out of it

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

report it to employee relations or shop rep.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I went to management immediately to say I was physically attacked by my team lead.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

It depends. I reported the Supervisor. There have been times that I have taken the offender aside and told them to stop, and if someone disrespects me, I stand up to them. Most people don't do this though.

COMMENT REPORT: Q. 4

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I am the one that broke it up. I asked if they were done with their word assignments and had time to messing around. I was their supervisor.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

break it up when i saw it. walk away if involved.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Employer is bullying

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Talk to other employees. Sometimes file a grievance

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Went to job Stewart with information

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I am a union officer and committeeman and have had to try to work with both the aggressor and victims in some cases. I also understand sometimes the victims of bullying are fearful of stepping forward.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I went upstairs with the supervisor and reported it to HR

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

I helped take control and mitigate the situation.

4. If you saw and/or experienced a violent incident, assault and/or threatening behavior at work, what was your response?

Contacted HR

COMMENT REPORT: Q. 6

**Insert Other factors that impact whether or not you would report violent incident(s).*

I would not have a problem reporting an incident, but I tended to deal with them one on one (with a witness). If it couldn't be solved then there were other ways to handle the concern.

**Insert Other factors that impact whether or not you would report violent incident(s).*

In most instances I would have to feel assured that if reported to employer it would not make it worse for all employees I also would want to make sure if incident was between two employees that there were adequate safeguards to ensure help was available instead of allowing management to use this as an example to others

**Insert Other factors that impact whether or not you would report violent incident(s).*

I would report regardless the severity.

**Insert Other factors that impact whether or not you would report violent incident(s).*

Whether the victim wanted me to, and whether the parties involved were able to work it out. Also, if there was no clear instigator.

**Insert Other factors that impact whether or not you would report violent incident(s).*

I would always report if I saw anything.

**Insert Other factors that impact whether or not you would report violent incident(s).*

no

**Insert Other factors that impact whether or not you would report violent incident(s).*

Honestly I find company moral really dictates level of concern.

**Insert Other factors that impact whether or not you would report violent incident(s).*

I would never fail to report any incident.

**Insert Other factors that impact whether or not you would report violent incident(s).*

The agency has repeatedly retaliated against employees that filing complaints, everyone is afraid to say anything. Many employees find other jobs and leave without resolution.

**Insert Other factors that impact whether or not you would report violent incident(s).*

Depends on wishes of victim, to the extent I can ascertain them. (Unless I'm in a role with mandatory reporter status.)

**Insert Other factors that impact whether or not you would report violent incident(s).*

If I were the target, I would definitely consider what action the company would take as I do not ever want to see job loss as the result.

**Insert Other factors that impact whether or not you would report violent incident(s).*

I would report any physical violence at work, and if I felt there was mental bullying or intimidation, I would report that, too. I don't think there's any excuse for that sort of behavior. I might be a little careful of who I report it to, but they can't fire me because I'm already eligible for retirement.

**Insert Other factors that impact whether or not you would report violent incident(s).*

Would just do it. Period.

**Insert Other factors that impact whether or not you would report violent incident(s).*

The supervisor never intervened to try to help calm the employee. He just sat there, not saying a word or helping to defuse the situation.

**Insert Other factors that impact whether or not you would report violent incident(s).*

The condition of the person that committed the violence was considered as well

**Insert Other factors that impact whether or not you would report violent incident(s).*

All incidents should be reported big and small.

**Insert Other factors that impact whether or not you would report violent incident(s).*

It all depends on the situation and whether it was warranted or not and whether or not there was any real harm done.

**Insert Other factors that impact whether or not you would report violent incident(s).*

This question is confusing, some responses would be appropriate if it influenced reporting, and others appropriate if they influenced me NOT to report.

**Insert Other factors that impact whether or not you would report violent incident(s).*

I would only report it to the union

COMMENT REPORT: Q. 6

**Insert Other factors that impact whether or not you would report violent incident(s).*

It would depend on the incident, but I would not necessarily report it if both individuals were equally aggressive to one another, as in a physical fight.

**Insert Other factors that impact whether or not you would report violent incident(s).*

The only thing more painful than seeing an inappropriate activity is seeing the same thing a second time. With the word violent in number 6, I would ALWAYS report the incident and intervene. Most incidents are lower key and often represent a clash of culture (a new employee who's not familiar with FS or even generally accepted work culture. It still needs addressed, but may not require a "big club" action. Violent, though,--always no excuse.

**Insert Other factors that impact whether or not you would report violent incident(s).*

Reporting doesn't do any good when Management backs Management. Everything is swept under the rug and others are afraid to stand up because they see that Employee was blackballed. Nobody wants that to happen to them.

**Insert Other factors that impact whether or not you would report violent incident(s).*

I would always report it. No matter which side of authority it was on. Wrong is wrong.

**Insert Other factors that impact whether or not you would report violent incident(s).*

I would NEVER let any of these things prevent me from reporting a violent incident, assault and/or threatening behavior at work.

**Insert Other factors that impact whether or not you would report violent incident(s).*

If I thought I would be supported

**Insert Other factors that impact whether or not you would report violent incident(s).*

As a Steward there were times that we dealt with situations between two members. If they were able to do so, we would have them talk it out, or we would do so on the other member's behalf. Handling it between two people, we wouldn't involve the company.

**Insert Other factors that impact whether or not you would report violent incident(s).*

employers don't defend employee. they want you to forget about it and let it go

**Insert Other factors that impact whether or not you would report violent incident(s).*

I don't like the choices here. For me, if the behavior doesn't stop, I report it through a union steward, or a supervisor if the union doesn't listen. None of the other choices other than the severity of the incident make much sense for me. If someone is physically hurt, that's severe. If someone is emotionally hurt, I have to look at intent. If malicious intent is there, I report it. If it isn't, I confront the person first and give them a chance to change their behavior.

**Insert Other factors that impact whether or not you would report violent incident(s).*

report it regardless of the severity of incident.

**Insert Other factors that impact whether or not you would report violent incident(s).*

Station manager seems to allow

**Insert Other factors that impact whether or not you would report violent incident(s).*

I would report any violet incident or assault right away.

COMMENT REPORT: Q. 10

10. If you answered yes, please describe the program(s).

Policy- Employer could do a better job of training to prevent violence from escalating

10. If you answered yes, please describe the program(s).

Fire everyone involved, sometimes including the one reporting.

10. If you answered yes, please describe the program(s).

Yes, but many times they are not enforced.

10. If you answered yes, please describe the program(s).

Southwest Airlines: training programs to recognize what to do. Yearly reminders of how to handle workplace violence. In recent years they've also added information on active shooter situations.

10. If you answered yes, please describe the program(s).

Yes they do but it's a big fake false lie. The get back at you. They invoke fear of loss employment or constant riding you.

10. If you answered yes, please describe the program(s).

Annual training on a computer based program.

10. If you answered yes, please describe the program(s).

They likely do, but like most things having and actually implementing are two very different things. Paper tigers.....

10. If you answered yes, please describe the program(s).

No Fear training that is required annually.

10. If you answered yes, please describe the program(s).

Working together guidelines states to treat coworkers with dignity and respect

10. If you answered yes, please describe the program(s).

on line training but no place a supervisor can go to get the resolution to their particular situation. Most supervisors where I work have not idea how to resolve an issues, and so they blame the victim.

10. If you answered yes, please describe the program(s).

It's called the Green Dot program. It's an training program we are required to attend once a year. After we are given a briefing and examples, we break down in groups to discuss how we would we would handle certain situations (situations are given to the groups), then we brief the class.

10. If you answered yes, please describe the program(s).

Training is all that I am aware of, which in my opinion doesn't accomplish much

10. If you answered yes, please describe the program(s).

Annual DoD online training.

10. If you answered yes, please describe the program(s).

green dot

10. If you answered yes, please describe the program(s).

Regular training, both oral and written, with positive as well as negative approaches. Green Dot is a positive program to help people assist in situations to prevent bad outcomes. Disciplinary approaches are rather strong now to deter poor behavior.

10. If you answered yes, please describe the program(s).

There is no real "program" or "training" they terminate everyone involved

10. If you answered yes, please describe the program(s).

Training, reporting, incident response, and alarms available to our frontliners.

10. If you answered yes, please describe the program(s).

But there is no training for the hourly employees, only the salary employees, i.e., supervision and upper management.

10. If you answered yes, please describe the program(s).

Training videos

COMMENT REPORT: Q. 10

10. If you answered yes, please describe the program(s).

USDA US Forest Service has many policies/programs:
Anti-Bullying and Anti-Harassment Policies
Critical Incident Response Plans
Emergency Response Plans
Site Safety and Security Plans

10. If you answered yes, please describe the program(s).

We have finally agreed to a joint bullying/harassment policy that spells out the procedures. This was a years-long work of labour between the employer and the local.

10. If you answered yes, please describe the program(s).

Bully-Free Workplaces.Programs
MHFA,
Mindful Employer
The Working Mind

10. If you answered yes, please describe the program(s).

EAP

10. If you answered yes, please describe the program(s).

Our Civil Rights Officer is diligent in making sure our employees know their rights and responsibilities and the location of resources to deal with these situations.

10. If you answered yes, please describe the program(s).

USDA has Departmental Regulation 4200-001 Workplace Violence Prevention Program.

Policy: Acts or threats of violence against persons or property will not be tolerated. This includes acts of intimidation or harassment, or other inappropriate behavior which causes fear for personal safety. These acts or threats will be cause for serious disciplinary action and possible criminal charges.

10. If you answered yes, please describe the program(s).

Ag learn

10. If you answered yes, please describe the program(s).

We have policies and procedures for reporting and investigating the incident, as well a table for proposed disciplinary action up to and including termination. We have annual training and it is mandatory that employees take it, and recently a Hotline was installed for reporting all assault and bullying incidents anonymously.

10. If you answered yes, please describe the program(s).

Multiple programs beginning with a new employee's inception into the program. There are on-line training, in person trainings, formal and informal unit level classes and discussions, and strong organizational interest in educating and preventing these things. The outlier is our customer base who, some of whom dehumanize a federal employee or dislike, even hate, the government and will use verbal and sometimes even physical violence to make their point.

10. If you answered yes, please describe the program(s).

You can have all the programs in the world, and it won't matter when nothing is done. For the last two years we've signed anti-harassment statement after anti-harassment statement and yet harassment continues!!!!

10. If you answered yes, please describe the program(s).

They do but don't enforce the laws governing bullying

10. If you answered yes, please describe the program(s).

Regardless of the program(s) in place at local, regional, national, or departmental levels, managers are not required to follow them and are not held accountable if they don't. If we report that, investigators, hired by the agency, twist our statements around to the point where we look like the "bad guy". It's blatant, normal procedure that we have worked hard to try and change.

10. If you answered yes, please describe the program(s).

No Fear

10. If you answered yes, please describe the program(s).

annual review of polices and procedures with workplace violence. We also have an active shooter plan for our office.

COMMENT REPORT: Q. 10

10. If you answered yes, please describe the program(s).

Computer based training annually.

10. If you answered yes, please describe the program(s).

Not so much as a program as an incentive to get along or work somewhere else

10. If you answered yes, please describe the program(s).

management will find out and retaliate for reporting them

10. If you answered yes, please describe the program(s).

I don't understand why you don't want the "unsure" category clarified. Many companies such as the one I work for have policies, procedures, and 3rd party reporting available (1-800 numbers, etc.) Most are not effective. Maybe there's a question later in the survey about that, but I'm not there yet. My company has a policy that explains how to report. We never know what happens to the info, but behavior doesn't seem to change.

10. If you answered yes, please describe the program(s).

All employees go thru at least 3 weeks of training once they are hired. It teaches employee what is and isn't expected of them. No violence in the work place. Take your issues up with a your supervisor who is trained how to handle those issues.

10. If you answered yes, please describe the program(s).

Run, hide, fight for active shooter

10. If you answered yes, please describe the program(s).

Have meetings over harasment but not much ever comes of it

10. If you answered yes, please describe the program(s).

Security is summoned and they walk you out the gate.

10. If you answered yes, please describe the program(s).

they have annual training for harassment policy

COMMENT REPORT: Q. 11

**Other idea(s)*

Eliminate the supervisor protection program

**Other idea(s)*

Employers held accountable for continually overlooking the violations.

**Other idea(s)*

Tighten the security of the campus.

**Other idea(s)*

Help from union

**Other idea(s)*

Organized workplaces require buy in from both entities, but Labor plays the larger role.

**Other idea(s)*

Mediation, resolution, solutions to these terrible situations.

**Other idea(s)*

Better mandatory management training, and accountability, especially for managers who ignore complaints and turn a blind eye to incidents.

**Other idea(s)*

Angry Management Course for Management.
Leadership courses (how to be a better leader)

**Other idea(s)*

Zero tolerance

**Other idea(s)*

A policy must be put in place AND ENFORCED!

**Other idea(s)*

We have a very unsecure federal office. The front door is unlocked to serve the public but there is no access control to the rest of the building. Anyone could walk in the main door and, if the front desk person is in the mailroom or restroom, they would have unfettered access to the rest of the building.

**Other idea(s)*

Competency requirements in keeping with the National Standard for Canada on Psychological Workplace Health and Safety

**Other idea(s)*

Need to include active shooter simulations.

**Other idea(s)*

Behavior based training, we will not change the work environment until people have changed their behavior.

**Other idea(s)*

Within the workplace, our culture is very positive even with the occasional outlier. It's our customer base that worries me, the takeover at Malheur being one particularly egregious example. The public needs to understand that the purpose of government is to provide a public good that private industry, individuals and even charities can't provide. Some people extrapolate even ancient excesses to the modern period and paint federal employees with a totally fallacious brush. It's frustrating to be a public servant.

**Other idea(s)*

How about applying the Golden Rule? How about treating people fairly? How about standing up for the employees you supervise? How about just being kind, decent, caring individuals?

**Other idea(s)*

If after 2 or more incidents of bullying the person doing so would be let go. Not swept under the rug. It seems the person who is bullied is the one that pays the price. Moving to new job, quitting, sick leave etc.

COMMENT REPORT: Q. 11

**Other idea(s)*

While the first two class action lawsuits were in place, and a consent decree was issued due to the agency's failure to comply with court orders, monitoring counsels were appointed. As long as the monitoring counsels were in place, court adjudicated action items and employee/managers behaviors were kept in check. As soon as the monitoring counsels were disbanded, the egregious behaviors of discrimination, sexual harassment and assault, harassment, bullying, disparate treatment, good ole' boy hiring, job denial, removal of job duties from women, removal of women from their jobs, ostracizing women who speak up, trumping up women on false allegations, looking for any reason to scrutinize timesheets, travel claims, use of vehicles, etc. to try and trump charges up against women started all over again. I believe that relentless oversight from an outside entity is the only way to prevent workplace violence, harassment, and retaliation. I also believe that the Civil Rights Staff should NOT work directly for management; but should work for a Civil Rights Board of Directors, Committee, or other outside entity. The most important thing is that there has to be visible, impacting disciplinary consequences that happen to perpetrators and managers who "look the other way" in order to reduce all risks and egregious behaviors. As long as these people are allowed to resign in lieu of termination when they are found guilty, are allowed to "hang out" until they are eligible for retirement, or are promoted and moved to get them "out of sight, out of mind", there will be no change in the culture because the perpetrators have no reason to fear that they will lose anything; and the women and men who have been violated will continue to be afraid to take action because they don't want to risk their jobs, their reputation, losing their retirement, or affecting their relationships and families. I believe that this is the most important thing that can happen to actually change the culture in the fire service and other agencies.

**Other idea(s)*

Real consequences for bullying

**Other idea(s)*

Self defense programs, kung fu classes!

**Other idea(s)*

buzzer at agents positions they can press if the pax in front of them is getting out of hand, so a security guard can run over. This is very important because sometimes an agent works a flight alone and if anything happens their is no one to help. I have seen customers get involved when threats are made or an agent is being hassled.

**Other idea(s)*

A clear workplace bullying explanation and policy that is enforced. This means training should occur instead of having a supervisor hand everyone the policy and moving on. Additionally, Labor Unions should be taking this on and taking it seriously. We have to get away from protecting guilty people in favor of protecting all workers.

**Other idea(s)*

Train supervisors, leads, how to handle conflicts.

**Other idea(s)*

Provisions made to identify Management aggressive actions against workers.

**Other idea(s)*

Peer programs are the most effective, I would like to see Union brothers and sisters provided education, resources, and time to roll out a Union workplace program.

COMMENT REPORT: Q. 12

**Other industry*

Distribution center

**Other industry*

Training facility

**Other industry*

Test and evaluation.

**Other industry*

Union

**Other industry*

Manufacturing

**Other industry*

Diesel engine repair

**Other industry*

Staff for a public sector union

**Other industry*

Union

**Other industry*

Retired from fire and aviation after 37 long, hard fire seasons. Thank you for listening.

**Other industry*

LTL truck driving