

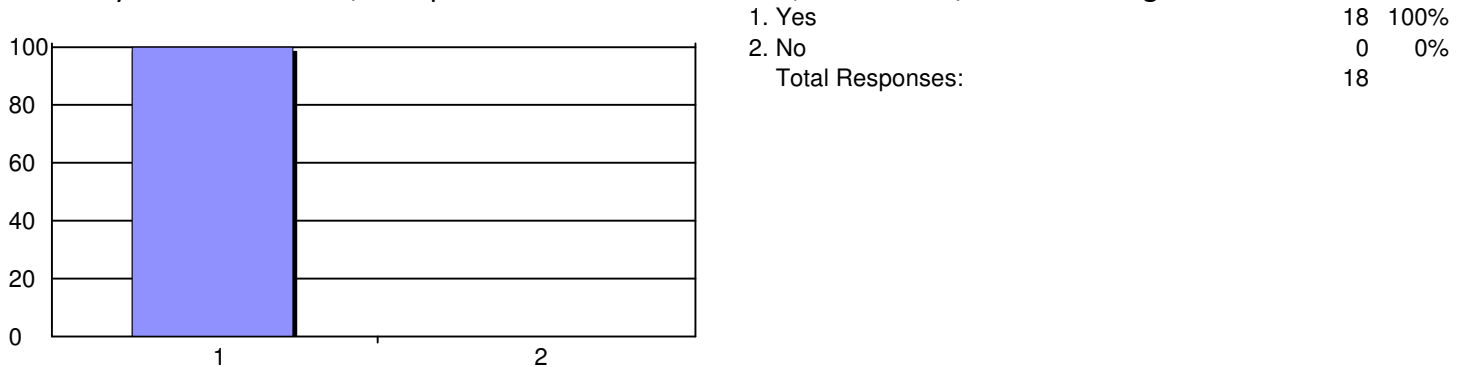
HISTOGRAM REPORT FOR 2018-2019 WORKPLACE VIOLENCE SURVEY

Creation Date: 4/8/2019

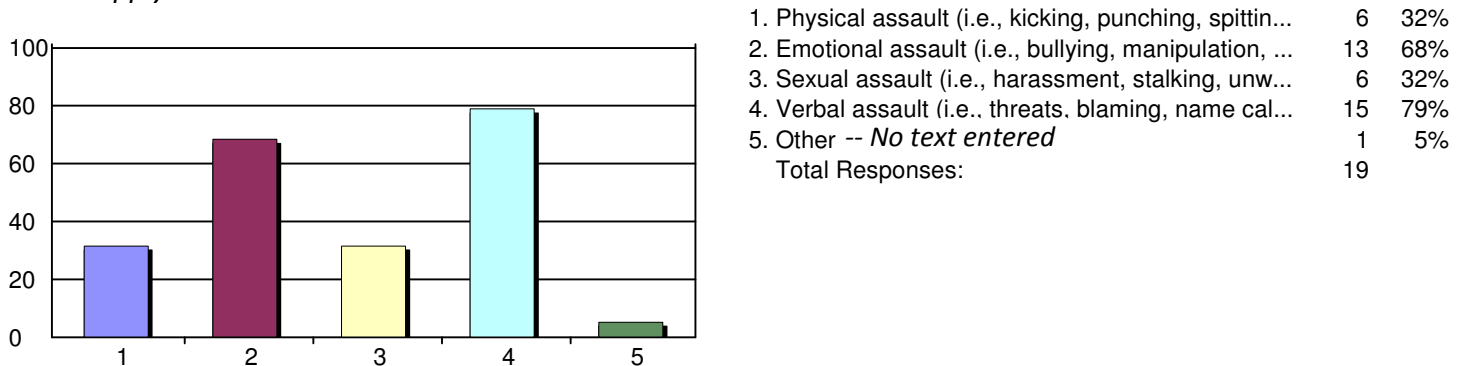
Time Interval: 10/26/2018 to 4/8/2019

Total Respondents: 19

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



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



3. Briefly describe the incident(s):

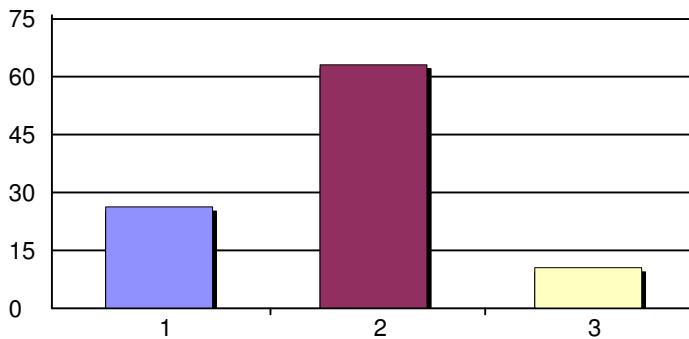
SEE ATTACHED COMMENT REPORT: Q. 3

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

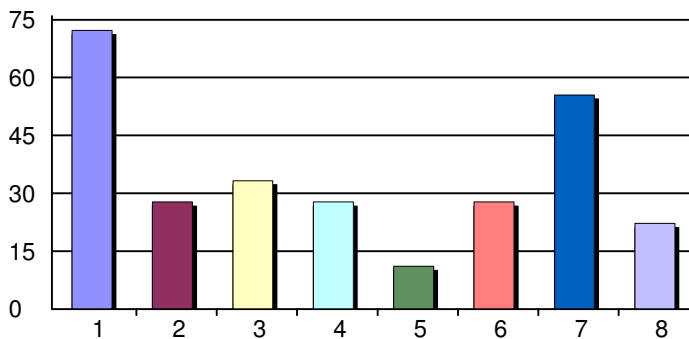
HISTOGRAM REPORT FOR 2018-2019 WORKPLACE VIOLENCE SURVEY

5. Was action taken by the employer?



1. Yes	5	26%
2. No	12	63%
3. Unsure	2	11%
Total Responses:	19	

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.*

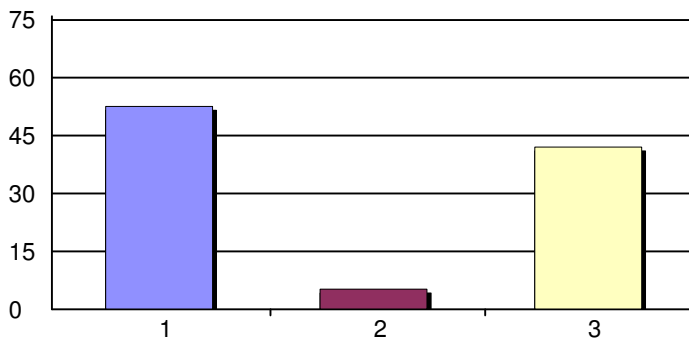


1. The severity of the incident	13	72%
2. Which supervisor(s) is/are on shift	5	28%
3. Whether or not co-workers are supportive	6	33%
4. The condition of the victim	5	28%
5. The reporting procedure is unclear	2	11%
6. The purpose of reporting is unclear	5	28%
7. Fear of retaliation	10	56%
8. Other*	4	22%
Total Responses:	18	

*Q. 6, # 8 OTHER [TEXT] RESPONSES:

See attached Comment Report: Q. 6

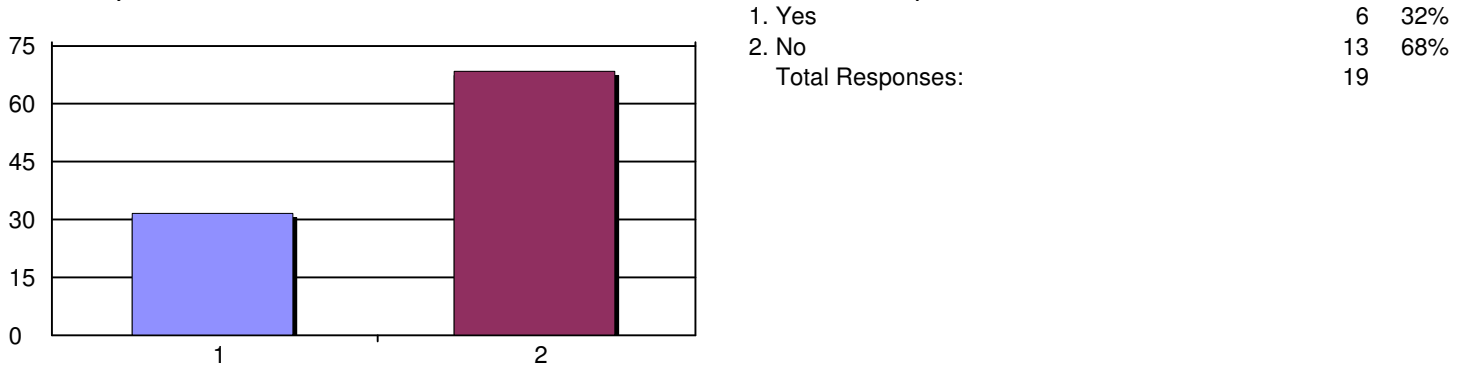
7. Do you feel comfortable that you would know how to handle a violent customer and/or co-worker?



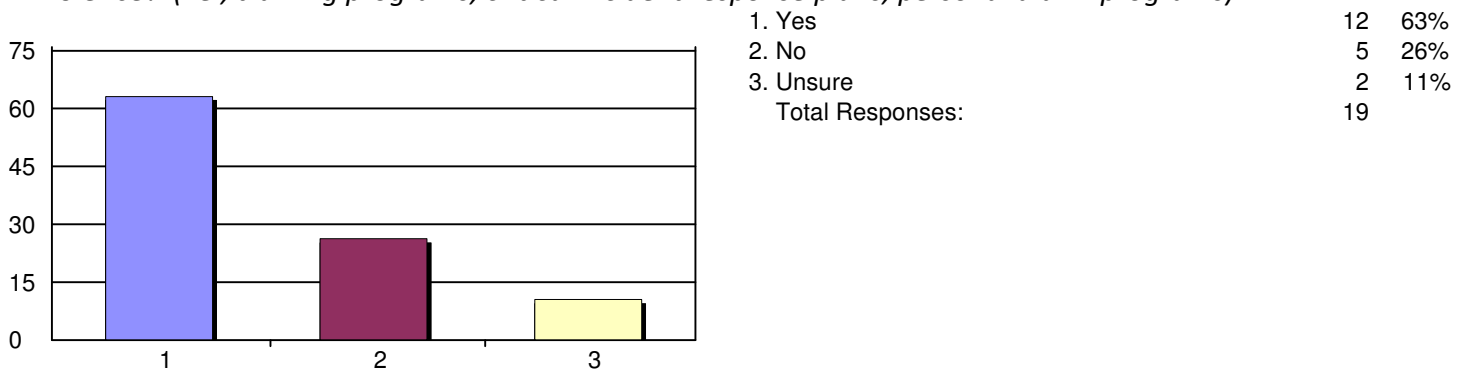
1. Yes	10	53%
2. No	1	5%
3. Unsure	8	42%
Total Responses:	19	

HISTOGRAM REPORT FOR 2018-2019 WORKPLACE VIOLENCE SURVEY

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



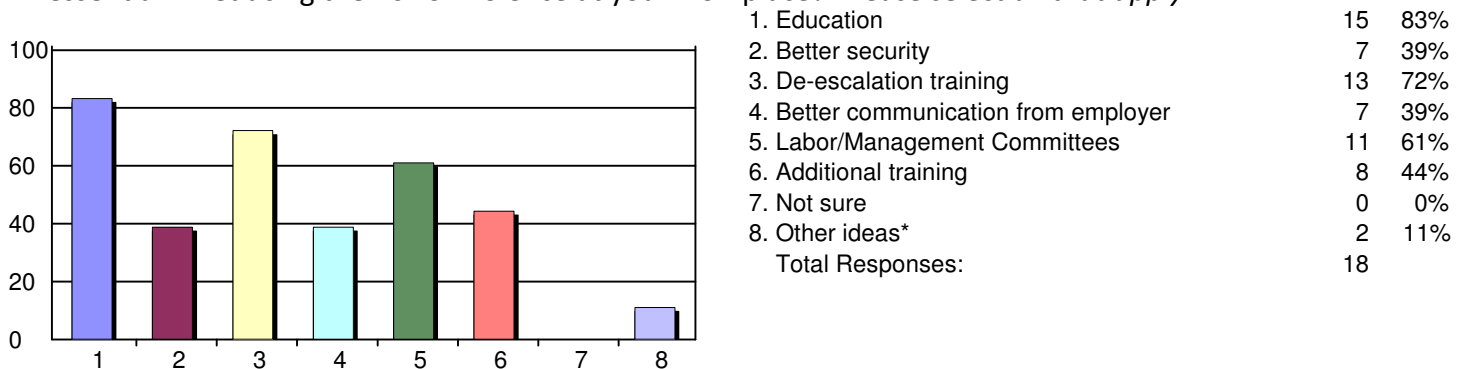
9. To the best of your knowledge, does your employer have program(s) in place to prevent workplace violence? (i.e., training programs, critical incident response plans, personal alarm programs)



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

SEE ATTACHED COMMENT REPORT: Q. 10

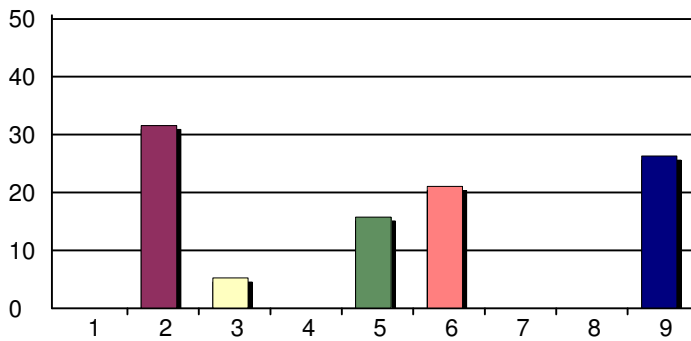
11. What would you like to see included in a workplace violence prevention standard that you feel would be essential in reducing the risk of violence at your workplace? *Please select all that apply.*



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

HISTOGRAM REPORT FOR 2018-2019 WORKPLACE VIOLENCE SURVEY

12. Please select your industry:



1. Energy, Natural Resources, Wood Products a...	0	0%
2. Aerospace and/or SCA	6	32%
3. Air Transport	1	5%
4. Automotive	0	0%
5. Public / Government Employees	3	16%
6. Railroad	4	21%
7. Tool and Die/Machine Tools (Metal Industries)	0	0%
8. Shipbuilding/Brewing/Electronics and/or Manuf...	0	0%
9. Other*	5	26%
Total Responses:	19	

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

COMMENT REPORT: Q. 3

3. Briefly describe the incident(s):

A shouting match ensued when two workers equipment blocked an aisleway preventing either worker from reaching their destination. Each worker refused to move further escalating the argument. Security was called to alleviate the potential for violence and the situation was resolved.

3. Briefly describe the incident(s):

I have seen and experienced bullying, intimidation, manipulation, threats, blaming, and name calling. Constantly I have been the subject of and witnessed these actions happen to others. Often management does little or nothing about these activities even when notified or witness to the activities. Some co-workers seem to lack basic fundamentals like professionalism and respect, these people seem to look for any opportunity to tear down others to either make themselves feel good or compensate for something they are lacking.

3. Briefly describe the incident(s):

Aggressive co-worker and hostile manager

3. Briefly describe the incident(s):

Too many to list over 30 years of federal employment!

3. Briefly describe the incident(s):

Crew chief not wanting to train me because he doesn't feel like women belong on the shop floor.

3. Briefly describe the incident(s):

Too many

3. Briefly describe the incident(s):

As a Shop Steward I have been threatened, blamed, and lied about. I also witnesses intimidation and harassment happen to a "Sister" Shop Steward.

3. Briefly describe the incident(s):

Over a considerable period of time I have directly and indirectly experienced all of the above forms of workplace violence.

3. Briefly describe the incident(s):

Coworker was pinching my boobs with tongs and touching my butt. A second incident was when a fellow member needing assistance through our local tried bullying me into getting a result he wanted by using manipulation and intimidation and calling me names.

3. Briefly describe the incident(s):

remarks made by a male to a female

3. Briefly describe the incident(s):

Harassment from management

3. Briefly describe the incident(s):

A coworker who was going through hard times with his family, and having multiple surgeries, addicted to opiates, is in emotional angry states bullies and assaults any coworker who displeases him.

3. Briefly describe the incident(s):

Stalking and harassment from another employee

3. Briefly describe the incident(s):

I was shrieked at by a superior for failing to do her job for her. She confronted me in a hallway in front of my co-workers and proceeded to tell me how bad I made her look.

3. Briefly describe the incident(s):

Met with a client with Legal counsel. The client abruptly became abusive and assaultive. The client tried to choke me, there a glass at me, there a bottle at me and began trying to kick me. The client was restrained by her partner and removed.

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?

My response as both one of the workers whose equipment blocked access to the other was to call security before the shouting match escalated into violence.

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

When I have been personally attacked I first attempt to calm the situation. If that is successful I allow myself the opportunity to digest the assault and then report at a proper time with the proper person. I am also embarrassed to say that there have been times where I felt pressured to simply do nothing about it and just take the abuse. It is hard to take on the responsibility of standing up for yourself or others, as many times the person who speaks out finds themselves in a worse situation. Fear of future retaliation or being labeled by the company as a "troublemaker" can be very inhibiting.

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

report it to supervisor or police

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

I filed an EEO complaint in several of those instances.

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

Console target. Represent them as union rep.

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

I would tell the supervisor, but it was never taken seriously.

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

I filed grievances.

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

Often I received the information in shock and disappointment, when asked formally to assist I did. In cases where I was directly impacted I reacted in a number of ways including immediate action/defense, reporting, and sometimes I simply allowed the incident to go without response.

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

I was shy and quiet at that time. So I didn't say anything.

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

encouraged to stop

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

report it

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

I was one of the victims verbally assaulted by the individual. I gave him some time to cool down and I went to his work area, pulled him aside, and I told him in a stern tone that what he did was not cool. As his steward I felt duly bound to keep him out of further trouble. In hindsight I should have reported it and documented it.

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

Notified Supervisor

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 was shocked, and then I took a deep breath and calmly explained how the incident fell under her wheelhouse and not mine and that it was not my job to make her look good. Than I walked away and shook for about two hours

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

I used non violent restraint techniques to prevent harm to myself and the client

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

Just par des recommandation de faire des plaintes officielles

COMMENT REPORT: Q. 6

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

These situations are so unique and provide a sliding scale of variables that is it extremely difficult to dog ear the factors that impact self-reporting. Your employment is likely the top 1 or 2 item on your list of priority and doing anything to jeopardize that is very risky. It is such a shame to have to live/work like this, but more often than not it is the norm.

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

fear of personal safety

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

If you believe the incident will be dealt with effectively.

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

A violent assault is best reported to local law enforcement who is more likely to do something

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

Violent is the key word for me. If an incident is violent it needs to be addressed.

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

Reporting can often be as victimizing as the actual offense so we as individuals must balance the pros and cons of the reporting and manor in which we choose to or not report. Support, employer and peer, is a key factor in this decision.

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

Being the persons representative it is difficult to report the person you are representing.

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

The employer did not hold me response blue, so nothing happened to me except for the confrontation. My co-workers who witnessed the incident were very supportive of me.

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

Depending on the severity of the verbal assault, I may not report it. Any physical assault is always reported.

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

company attacks workers that speak. Management does not care, only worried about their bonus.

COMMENT REPORT: Q. 10

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

The company first determines if there is/was actual violence and its severity. Physical violence and threats are dealt with by Security and Labor Relations with more severe penalties.
Verbal confrontations without violence but including shouting, cursing, etc. are referred to H.R. or Ethics for evaluation and mediation which could result in progressive discipline.

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

The programs offered are in name sake only. Many are electronic and others are simply a box that gets checked after an incident of "merit". Personally I believe that employers do not want to get involved, they like many of us simply hope things get better or go away on their own. I for one, understand that ideology but must insist that we never appease aggressors as this continues the cycle (Easier said than done of course).

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

policy that is not enforced or management is not held accountable

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

Federal government makes everyone take training, but I've hardly ever seen them deal with a situation effectively.

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

Anti harassment training and active shooter drills

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

They have training to be completed once a year, and an ethics hotline and incident reporting system.

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

programs in place but company does not enforce

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

Its a bogus typical CYA sensitivity program and they really dont walk the walk.

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

There is a policy and we have all had to take a workshop on workplace bullying

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

I am on the JOHSC and the Employer is updating its policies and violence prevention program.

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

Policy in place but not followed by managers that bully union members

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

Eip

COMMENT REPORT: Q. 11

**Other idea(s)*

Issues like workplace violence must be dealt with on the level of peers, peers are often intimately involved in the problems and solution so they must be empowered at all levels. I would like to see a peer program developed, where the labor organization have the primary say. There would need to be a process that provides two-way conversation between the company and the employees. If the program is going to work there must be significant respect between organization and employer. This respect will bring about trust, and the trust can ultimately push forward the desired change.

**Other idea(s)*

EFFECTIVE LABOR-MANAGEMENT COMMITTEES. It isn't enough just to have one!

**Other idea(s)*

Most bullying in federal workplace is not physical. It's verbal and psychological.

**Other idea(s)*

Immediate dismissal of anyone instigating unprovoked attacks on fellow employees.

**Other idea(s)*

Creating a positive culture is very important in the process of implementing workplace programs, this can only be achieved through trust.

**Other idea(s)*

It would be great if we had additional training from our union to help us

**Other idea(s)*

need training at our local on how to handle and document incidents with aggressive managers to save our job

COMMENT REPORT: Q. 12

**Other industry*

I serve in both Railroad/Transportation and the non-profit sector.

**Other industry*

Newspaper- printing

**Other industry*

Office/Education

**Other industry*

Staff for a union that services public and government employees