

Safety Meetings are important!

They: get your employees actively involved
encourage safety awareness
help identify problems before they become accidents
motivate employees to follow proper safety procedures

We are happy to provide you with a monthly topic for your agenda.

ROUTE TO:

- General Manager
- Safety Coordinator
- Supervisor Dept. _____
- Other _____
- Date of Meeting _____

November 2023

National Emphasis Program - Warehouse Safety Active Shooter Workplace Violence

National Emphasis Program (NEP) - Warehouse Safety

OSHA has launched a 3-year NEP focusing on warehouses and similar facilities, with the intention of preventing injuries in these facilities through inspections of:

- Forklift operations
 - Are your operators trained and is the training documented ?
 - Is the forklift in good working condition?
 - Are there clear lanes and line of sight between the operator and any pedestrian traffic?
- Material handling and storage
 - Is material secure when in storage?
 - Are racking systems secured?
 - Do the racking systems have the weight limits posted on each shelf?
- Walking and working surfaces
 - Housekeeping!
 - Are there tripping hazards present (cords)?
 - Are there slipping hazards present (debris)?
 - Are the docks secured from falls when not in use?
- Means of egress
 - Are all pedestrian doors accessible?
 - Are they marked as exits?
 - Are all non-exits marked?
 - Are all of the emergency exit lights in working order?
 - Do the employees know to use the pedestrian doors rather than the bay doors?
 - Are there emergency egress maps next to all pedestrian exits?



- Fire protection
 - Is the sprinkler system inspected?
 - Is there an emergency alarm system?
 - If there are fire extinguishers, are the employees trained on their use?
 - Are the fire extinguishers: Inspected, pin in place, charged, secured and is there signage identifying their location?

These are some general notes to consider in view of the NEP...and remember, once on site, OSHA will also evaluate your facility for Heat Illness hazards.

Workplace Violence

Workplace violence includes threats of violence, verbal abuse or physical assaults. Workplace violence is most prevalent in the Healthcare industry, Convenience stores and the Taxi industries but there is no absolute rule where violence will strike. In 2020, 392 workers were killed through acts of workplace violence (81% male). Meanwhile over 20,000 workers were injured through acts of workplace violence (73% female), according to the Bureau of Labor Statistics.

Injury Data



According to the Bureau of Labor Statistics, 20,050 workers in the private industry experienced trauma from nonfatal workplace violence in 2020. These incidents required days away from work.¹

Of those victims who experienced trauma from workplace violence:

- 73% were female
- 62% were aged 25 to 54
- 76% worked in the healthcare and social assistance industry
- 22% required 31 or more days away from work to recover, and 22% involved 3 to 5 days away from work



Fatality Data



According to the Bureau of Labor Statistics, 392 U.S. workers were workplace homicide victims in 2020.

Of those victims who died from homicide:

- 81% were men
- 44% were aged 25 to 44
- 28% were Black and 18% were Hispanic
- 30% of workplace homicide victims were performing retail-related tasks such as tending a retail establishment or waiting on customers.

Bureau of Labor Statistics (2020).

One of the best deterrents for workplace violence is a clear No Tolerance Workplace Violence Policy and while workplace violence can't be predicted, knowing some common warning signs may help you identify behaviors that may lead to future violent acts.

Some of the warning signs include:

- Excessive use of alcohol or drugs
- Unexplained absenteeism, change in behavior or decline in job performance
- Depression, withdrawal or suicidal comments
- Resistance to changes at work or persistent complaining about unfair treatment
- Violation of company policies
- Emotional responses to criticism, mood swings
- Paranoia



Active Shooter (not only work related)


Workplace violence may involve an Active Shooter. Over the past seven years the number of deaths involving guns has continued to rise (these death numbers are not rising since spike in 2020.)

GVA - Seven Year Review	2016	2017	2018	2019	2020	2021	2022
Deaths - Willful, Malicious, Accidental	15,139	15,742	14,943	15,509	19,558	21,009	20,200
Suicides by Gun	22,938	23,854	24,432	23,941	24,292	26,328	Pending
Injuries - Willful, Malicious, Accidental	30,586	31,358	28,285	30,199	39,542	40,603	38,550
Children [aged 0-11] Killed or Injured	665	734	665	696	1,001	1,065	995
Teens [aged 12-17] Killed or Injured	3,154	3,296	2,883	3,129	4,159	4,645	5,157
Mass Shooting	383	348	336	417	610	690	647
Murder-Suicide	549	608	623	632	570	594	670
Defensive Use [DGU]	1,993	2,118	1,889	1,619	1,513	1,295	1,178
Unintentional Shooting	2,235	2,065	1,696	1,912	2,336	2,027	1,626

Number of Deaths, Injuries, Children, Teens killed/injured [actual numbers]
 Mass Shooting, Murder-suicides, Defensive Use, Unintentional Shooting [number of incidents]
 Suicide numbers supplied by CDC End of Year Report [actual numbers]

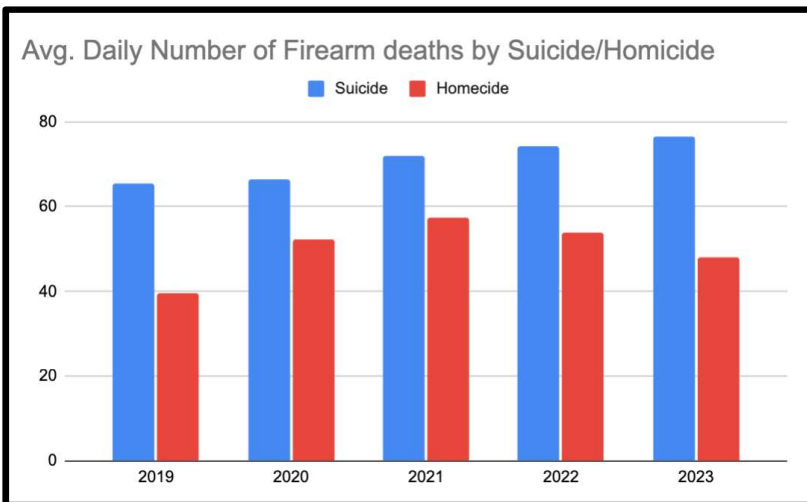
@gundeaths
 www.gunviolencearchive.org
 www.facebook.com/gunviolencearchive

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(Gun Violence Archive, Sept 2023)

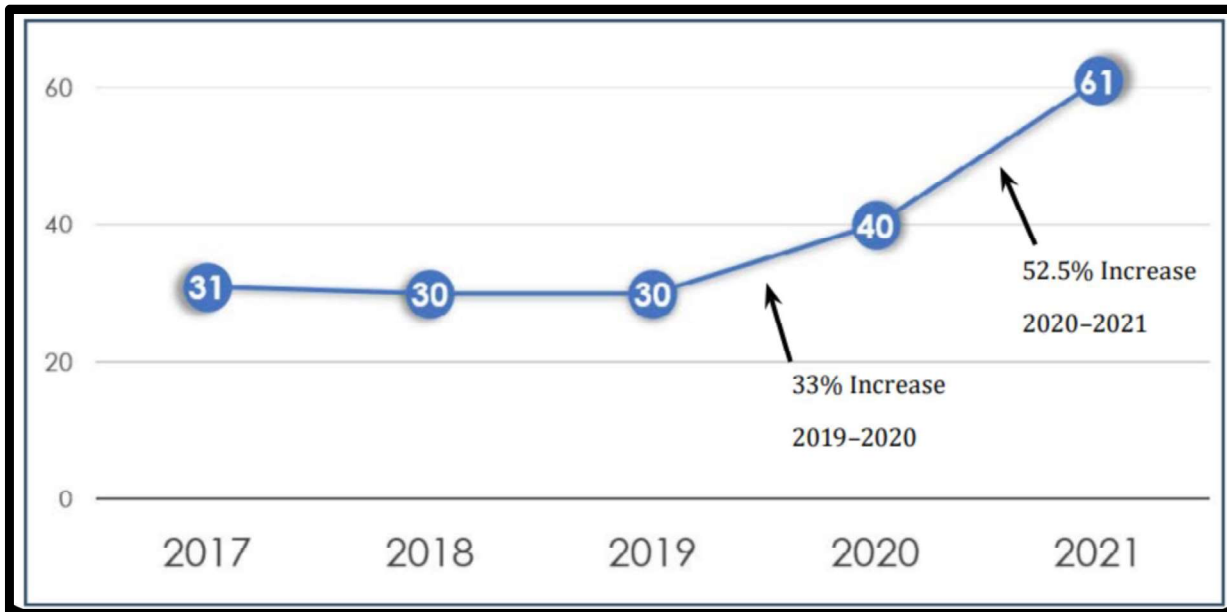
However, it should be noted that most firearm homicides are actually suicides.



(CDC, Sept. 20, 2023)



Graph of the Total Number of Active Shooter/Mass Shooting Incidents in the United States

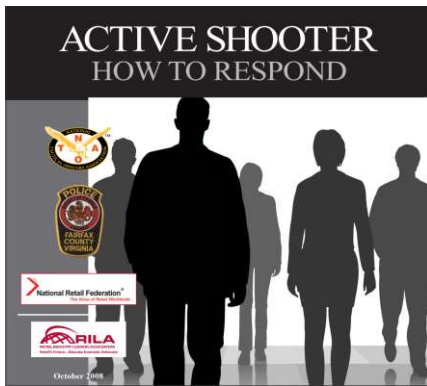


(Apex Officer, June 28, 2023)

The FBI reports that the number of Active Shooter incidents has increased 96.7% since 2017.

Some active shooters have no targeted victims, however in the case of workplace mass shootings, the shooter generally has ties to the business or employees (4). Between the years 2000-2018, 13% of all mass shootings occurred at Businesses closed to Pedestrian traffic -- that is businesses like ours.





Law enforcement has three simple rules to help anyone survive an active shooting incident: **Run, Hide, Fight.**

First, be aware of your environment, know where the exits are and know where you can hide.

If you can RUN:

- * have an escape route in mind
- * evacuate whether or not people want to go with you.
- * after you exit the building
- * find a safe place
- * call 911

When the police arrive give them all the details you can and follow their instructions.

If you cannot run, then HIDE.

The hiding place should be:

- * out of the shooter's view
- * should provide some protection from shots fired towards you.
- * lock the room if the doorknob has a lock, blockade it as best you can
- * silence your cell phone
- * turn off any other sources of noise (TV, radio)
- * remain quiet

If you have to fight it should be your last resort and when your life is in imminent danger.

- *Gather anything that could be used as a weapon

Once the decision to fight is made, **DO NOT HESITATE** once you've made your decision!





Listed below are four resources to help your policy and training development:
2 videos and a pamphlet and a GAWDA Safety Practice.

Active Shooter [Run. Hide. Fight Active Shooter video - Ready.gov Houston](#)
[Run. Hide. Fight video - FBI](#)
[Active Shooter How to Respond - DHS](#)
[GAWDA Safety Practice: Active Shooter](#)

Resources:

(1) Workplace violence: homicides and nonfatal intentional injuries by another person in 2020. <https://www.bls.gov/opub/ted/2022/workplace-violence-homicides-and-nonfatal-intentional-injuries-by-another-person-in-2020.htm> Nov. 21, 2022.

(2) Gun Violence Archives
<https://www.gunviolencearchive.org/> Sept. 25, 2023.

(3) CDC, Violence Prevention
<https://www.cdc.gov/violenceprevention/firearms/firearm-suicide-trends.html> Sept. 20, 2023.

(4) Apex Officer, Active Shooter Facts,
<https://www.apexofficer.com/resources/active-shooter-facts> July 14, 2022.



(5) DHS, Active Shooter/ How to Respond.

https://www.dhs.gov/xlibrary/assets/active_shooter_booklet.pdf

(6) FEMA, Active Shooter/ Response Planning: Run, Hide, Fight: Run(Evacuation).

<https://community.fema.gov/ProtectiveActions/s/article/Active-Shooter-Response-Planning-Run-Hide-Fight-Run-Evacuation>

If you have any questions on these subjects or other questions related to DHS, EPA or OSHA, please contact me.

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