

Workplace violence

Law



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Workplace violence

Workplace violence is an issue of growing concern for employees and employers nationwide. This because it is one of the leading causes of work-related deaths. Workplace violence by definition is violence or say the threat touching workers. It can range from verbal abuse at work place to physical assaults, threats and homicide depending on the magnitude.

Close to 2 million American workers today report being victims of various kinds of workplace violence annually. Regrettably, many more of these cases go unreported. This issue has been a concern for many for no one is immune (Survey of Workplace Violence Prevention, 2005). For instance, workplace violence can strike anyone at any time. Some workers, nonetheless, are said to be at great risk. Among them are social service workers and health-care who are either working in in high crime areas or in place where they have more public and group interaction.

In the US, Federal and state work safety laws compel employers to take rational and reasonable efforts to make sure that workplace is safe including the duty of reducing violence. The federal Occupational Safety and Health Administration (OSHA) and few other state agencies have in recent years issued guidelines for night retail establishments, health care operations and employers in a normal work setting. OSHA General Duty Clause compel that employers in a worksite provide a healthful and safe workplace for all employees covered by the Act. In accordance with laws, by effectively controlling and preventing workplace violence hazards and related threats; employers are better placed to protect employee and avoid worksite incidents. In addition, both state and Federal job discrimination laws require <https://assignbuster.com/workplace-violence/>

employers to implement various harassment policies and guidelines including taking speedy action these harassment happens. Sexual, racial, and other kinds of harassment at worksite may lead to liability for compensatory as well as punitive damages.

To start with, one of the preeminent protections the boss can offer to employees is to institute a zero-tolerance policy and attitude toward workplace violence. Such a policy should cover all workers and anybody else who may come in contact with organization personnel. Secondly, by assessing our worksites, the boss can detect methods for lower the probability of such incidences. Closely related to this the fact that the employer can provide various safety education for workers related to workplace violence such as informing victims their legal right to prosecute perpetrators. The boss can also encourage workers to each time report all threats and incidents of workplace violence before he can report these violent acts to the local police on time.

In conclusion, worksite violence has emerged as a key occupational safety issue in many industries today in the US, particularly the retail trade.

However, there are various piece of laws that are I place to curb this vice.

The Occupational Health and Safety Act (OSHA) voluntary recommendations propose a systematic frameworks policies to assist employers protect employees from risks of injury as well as death from work-related violence. In this regard, employers have a bigger role to play to ensure their worksites are violence free. By treating worksites violence as an avoidable hazard, bosses can develop practical and effective strategies to guarantee protect to their employee from this grave risk and ensure a safer, healthy working environment.

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