

Data and Monitoring of Violence in the Workplace

Presented to the Clinical Center Research Hospital Board

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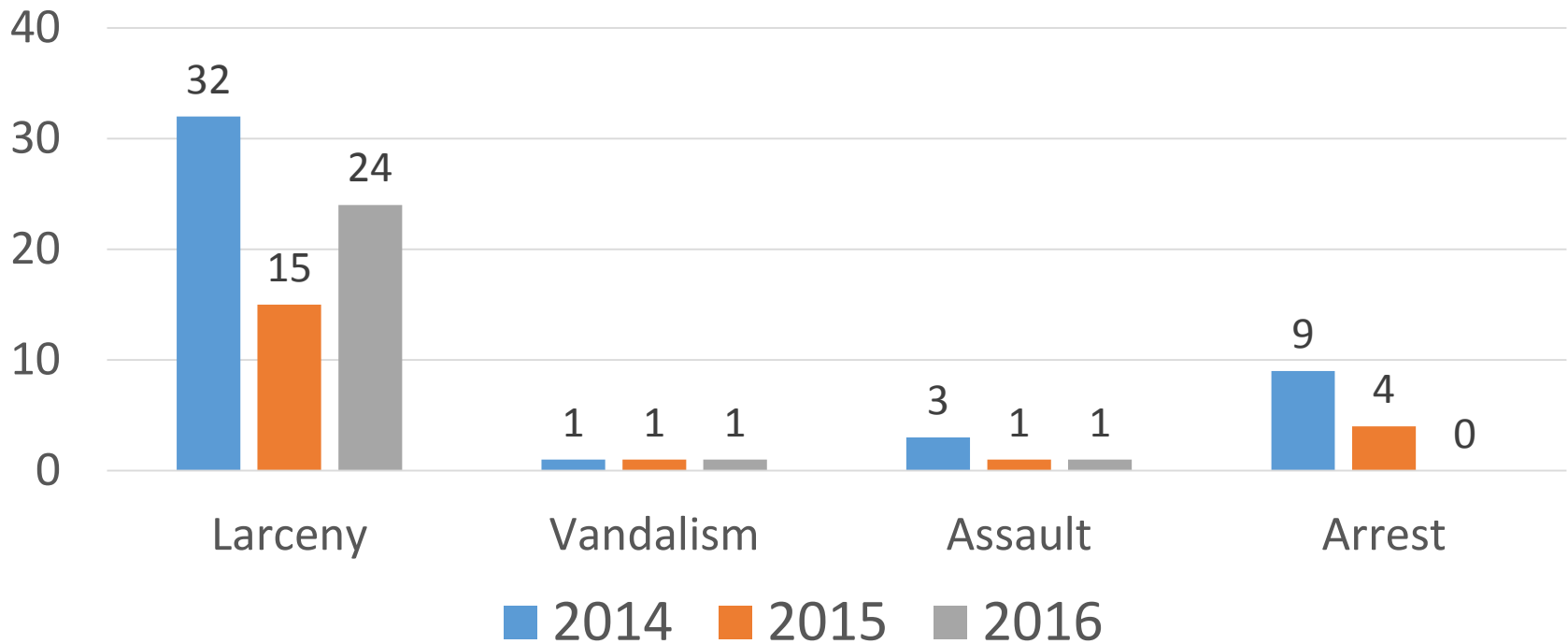
Acting Deputy Director for Management

April 28, 2017

The NIH Community

- The NIH Bethesda Campus has a daily population of ~27,000
- The campus receives over 750,000 visitors per year
- There are 106 buildings with the building 10 complex being the largest with approximately 9000 staff assigned
- The campus is surrounded by a fence with entrances manned by security guards; all visitors are screened
- The campus has 88 sworn federal police officers with an officer specifically assigned to the CC as well as roving patrols

Comparison of Police Reports from Building 10*



*Entire building 10 complex inclusive of the CC. Arrests were mostly visitors related to warrants or possession of items that are illegal on federal property.

Workplace Violence Awareness

➤ April is Workplace Violence Awareness Month

➤ Presentations to the NIH community:

- Prevention of Workplace Violence
- Emergency Preparedness Procedures
- Active Shooter Training
- Addressing Workplace Bullying (Definition, Impact, Response)
- What is an Order of Protection and How Do You Obtain One
- Montgomery County Sheriff's Office, Family Justice Center, Domestic Violence Section

NIH Civil Program



Coordinators

- Specialized staff within the Workforce Relations Division, Office of Human Resources
- Conduct in-take interview, assess situation, and coordinate/track agency response
- Provide guidance to employees and management

THE NIH CIVIL PROGRAM

Response Team

- Multidisciplinary team that carries out agency response in partnership with Coordinators
- Share information and develop agency response to behaviors of concern that may lead to acts of violence, such as disruptive conduct, bullying, intimidating behavior, threats, suicidal ideation, and domestic violence



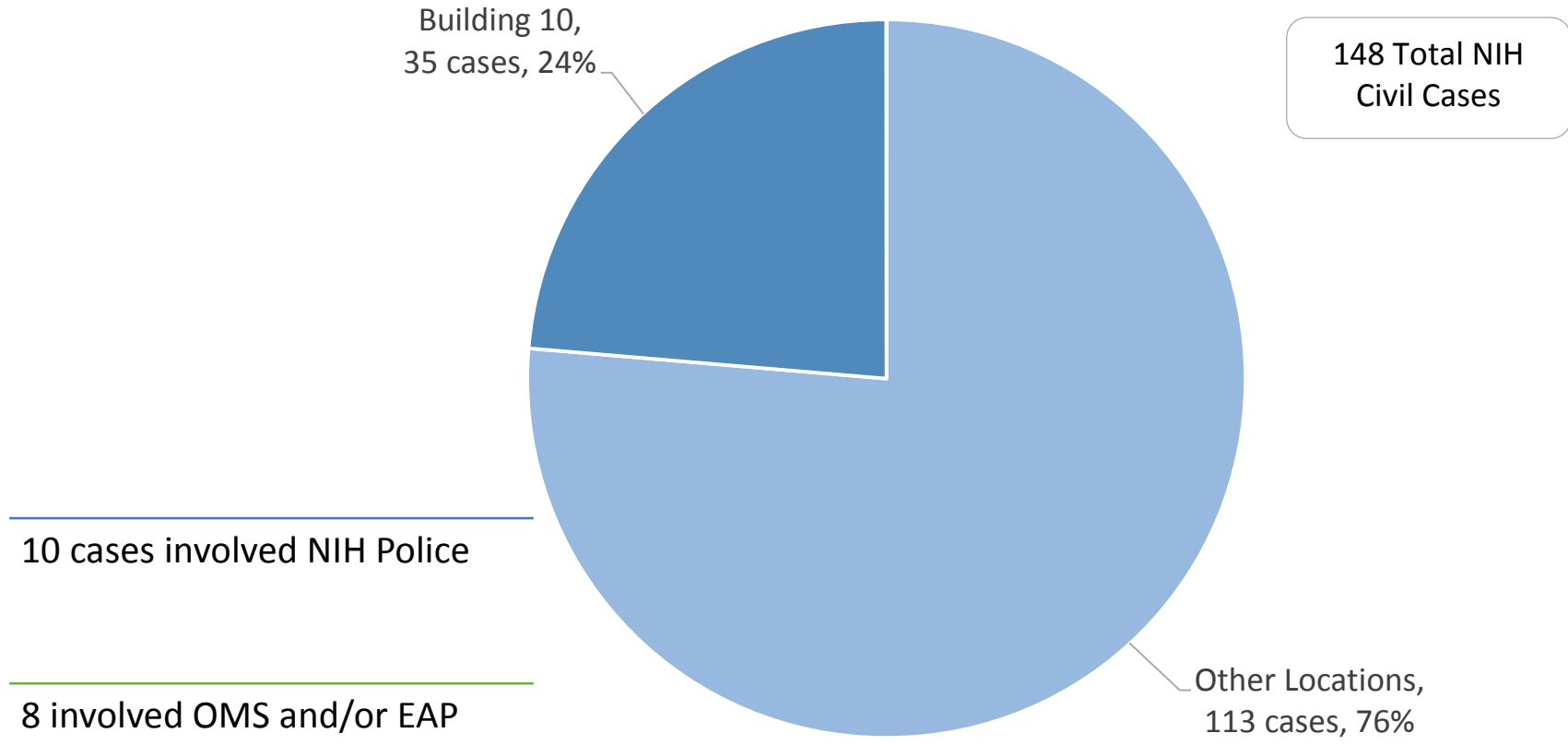
Advisory Committee

- Highly specialized staff members appointed by the DDM
- Advise on accountability, policy development, education, and outreach
- Maintain an infrastructure capable of resolving behavioral concerns, critical incidents, and violence

NIH Civil Response Team



2016 Civil Cases Occurring in Building 10



2016 Civil Cases Occurring in Building 10 By Category

17 workplace issue (catch-all category and general conflict)

8 behavioral concern (bizarre or unusual behavior)

6 bullying/intimidation (intentional/repeated aggression)

1 domestic violence (violent behavior in the home)

1 physical violence (hitting or physical aggression)

1 suicidal threat (direct statement regarding suicide)

1 threat (direct statement regarding harm to another)

2016 Civil Cases Occurring in Building 10 by Institute/Center

CC* (23)

- 13 workplace issue
- 6 behavioral concern
- 3 bullying/intimidation
- 1 threat

NCI (3)

- 2 workplace issue
- 1 bullying/intimidation

OD (3)

- 1 workplace issue
- 1 behavioral concern
- 1 physical violence

NHLBI (3)

- 2 bullying/intimidation
- 1 behavioral concern

NIAID (2)

- 1 domestic violence
- 1 suicidal threat

NEI (1)

- 1 workplace issue

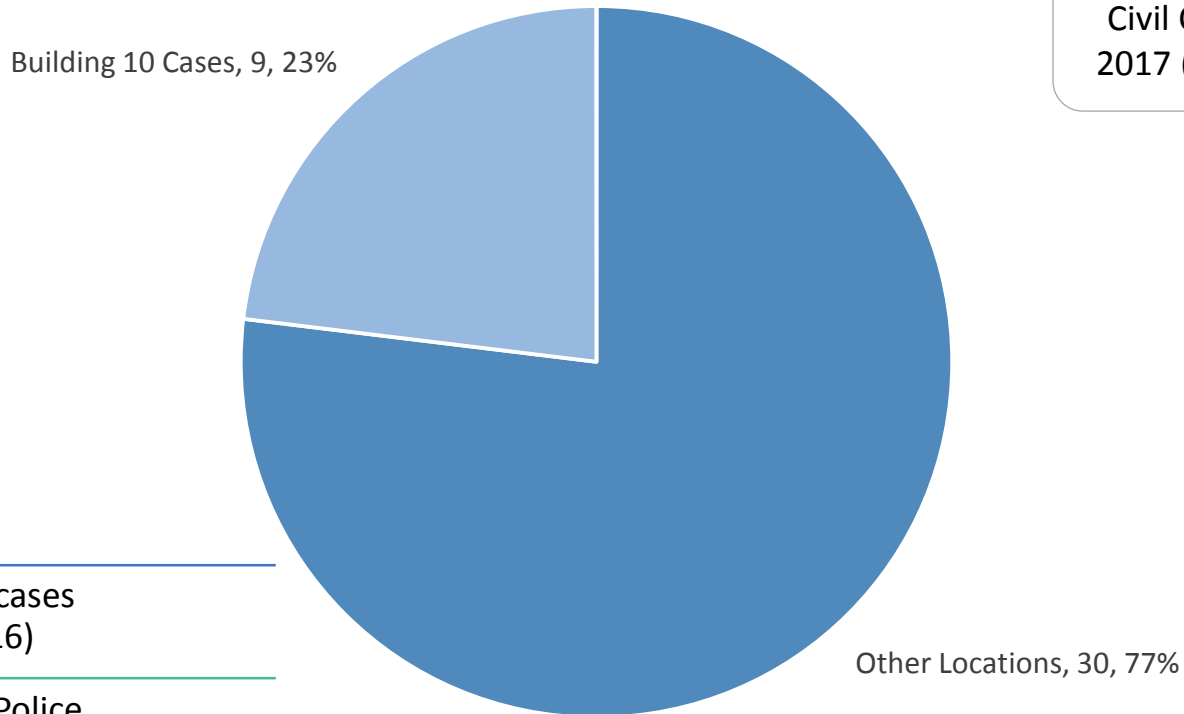
*All 2016 Civil cases for the CC IC occurred in Building 10

2016 Summary for the NIH CC

- Civil and WFD managed 23 cases involving CC employees.
- Five incidents when a patient struck their caregiver.
- One employee reported to OMS after being struck by a patient.
- One assault investigated by the Police

2017 Civil Cases Occurring in Building 10 (Year-to-Date)

2017 Civil Cases



39 Total NIH Civil Cases in 2017 (to date)

8 currently active CC cases
(1 carryover from 2016)

4 cases involved NIH Police

3 cases involved OMS and/or EAP

2017 Civil Cases Occurring in Building 10 By Category

4 workplace issue (catch-all category and general conflict)

3 behavioral concern (bizarre or unusual behavior)

2 bullying/intimidation (intentional/repeated aggression)

2017 Civil Cases Occurring in Building 10 by Institute/Center

CC* (4)

- 3 workplace issue
- 1 bullying

NHLBI (2)

- 2 behavioral concern

NCI (1)

- 1 workplace issue

NIMH (1)

- 1 bullying /
intimidation

NIAID (1)

- 1 workplace issue

*All 2017 Civil cases for the CC IC occurred in Building 10

Summary

- The NIH Bethesda campus is a relatively safe environment with a low crime rate and minimal workplace violence.
- The NIH Civil Program brings together resources from several NIH entities to manage cases involving violence or threats of violence and to provide workplace violence awareness.
- The NIH CC, as does the other ICs, have a low level of workplace violence that is monitored and managed to keep a safe workplace for NIH staff and visitors.

QUESTIONS?

For More Information...



NIH Civil Program - 301-402-4845
<http://hr.od.nih.gov/hrguidance/civil/>



Division of Police - 301-496-5685 ; Emergency - 911
www.ors.od.nih.gov/ser/dp



Occupational Medical Service - 301-496-4411
www.ors.od.nih.gov/sr/dohs/OccupationalMedical/



Employee Assistance Program - 301-496-3164
www.ors.od.nih.gov/sr/dohs/EAP/Pages/index.aspx



Office of the Ombudsman - 301-594-7231
<http://ombudsman.nih.gov/>