

Gun-Free Workplaces

In recent years, violence in the workplace has increased. [The National Institute for Occupational Safety and Health](#) (“NIOSH”) has found that, on average, 20 workers are murdered each week in the United States. In addition, an estimated 1 million workers – 18,000 per week – are victims of nonfatal workplace assaults each year.

Homicide is the second leading cause of death on the job, second only to motor vehicle crashes. Homicide is the leading cause of workplace death among females. However, men have a three times higher risk of becoming victims of workplace homicides than women. Homicide is also the leading cause of death for workers under 18 years of age. The majority of workplace homicides are robbery related crimes (71%) with only 9% committed by co-workers or former co-workers. Additionally, 76% of all workplace homicides are committed with a firearm.

All employers are obligated by law to take reasonable measures to prevent injury to employees and others on their premises. [NIOSH](#) is a good source of information about preventive measures. In regard to gun violence in particular, there are many approaches available, from posting signs indicating that guns are not allowed on the premises, to utilizing state of the art metal detectors that are barely distinguishable from standard entrances. Businesses in every state have the right to regulate or prohibit guns on their premises. A very useful guide, containing a state by state analysis of rights, responsibilities and strategies for employers seeking to prevent gun violence, is "[Guns and Business Don't Mix](#)," a 1997 publication of the [Brady Center to Prevent Gun Violence](#).

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