

MICHIGAN

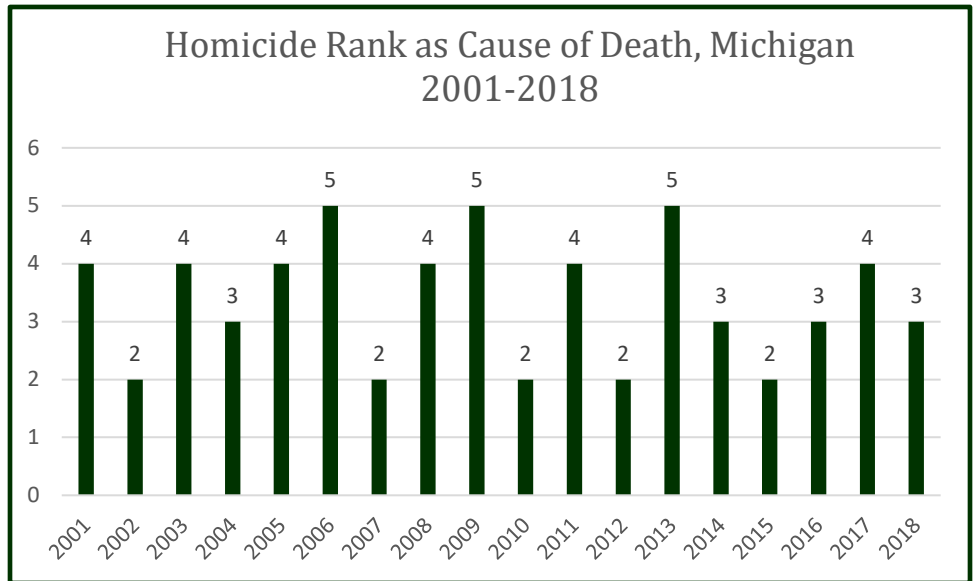


MICHIGAN STATE UNIVERSITY: Prevention of work-related injuries & illnesses through research & investigation

STOP WORK-RELATED HOMICIDES

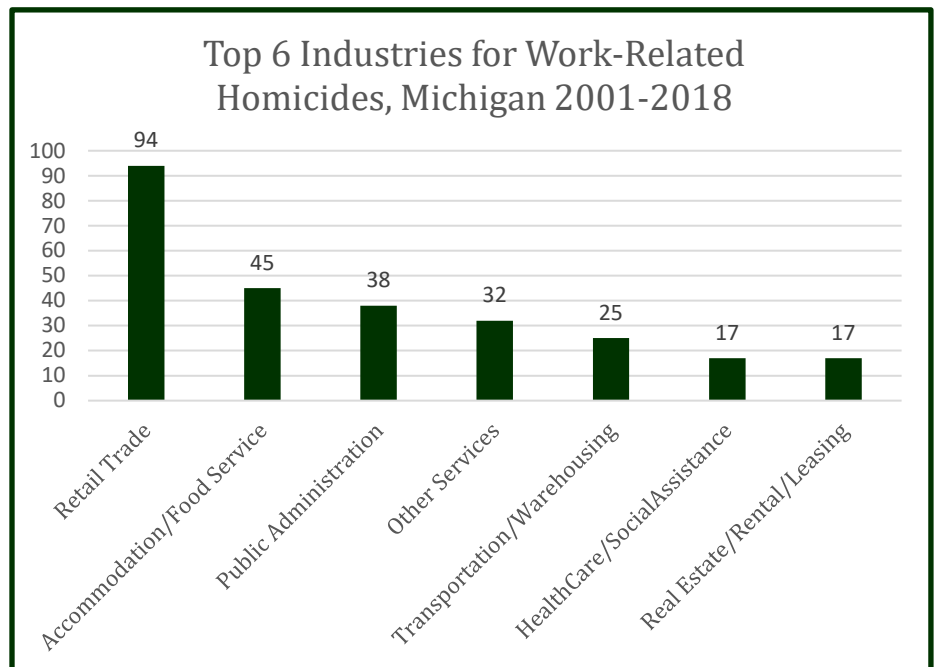
Hazard Alert Homicides 3/12/20

From 2001-2018, 352 workers have died from a work-related (WR) homicide in Michigan. A WR homicide is the third leading cause of a work-related death, although its rank varied from year to year. The number of WR homicides per county mirrored the county population: the southeast Michigan counties of Wayne, Oakland and Macomb accounted for 254 (72.2%) of the 352 WR homicides. Wayne County had the highest number of WR homicides (211, 59.9% of all WR homicides). Of the 352 workers, 301 (85.5%) were men; 154 (51.2%) were White and 119 (39.5%) were African American. Of the 51 women who died from a homicide, 40 (78.4%) were White and 10 (19.6%) were African American. Overall, a gun was the weapon in 81.5% WR homicides; for men, a gun was involved in 84.0% incidents and for women, 71.4% incidents (the cause of the homicide was unknown for one man and two women).



WORK-RELATED HOMICIDE FATALITY NARRATIVE EXAMPLES IN MICHIGAN

- A male convenience store clerk was shot during a robbery attempt.
- A male fast food worker died of a gunshot wound during a robbery attempt.
- A male police officer died from medical complications of a gunshot wound he sustained during a foot chase.
- A male church handyman volunteer died of a beating while he was checking on a church-owned vacant home.
- A male tow truck was attacked by two individuals and died from a gunshot wound after stopping to assist an individual who appeared to be in trouble.
- A female medical assistant died due to multiple gunshot wounds. The decedent had a personal protection order against the individual who killed her.
- A female assistant manager and a female leasing agent, both of whom worked in an apartment complex office, died of gunshot wounds after being shot by a tenant.



PREVENTING WORK-RELATED HOMICIDE FATALITIES

- **Perform a Risk Assessment** to identify risk factors that could contribute to a work-related homicide. Factors could include:
 - ✓ Contact with the public
 - ✓ Exchange of money
 - ✓ Delivery of passengers, goods, or services
 - ✓ Having a mobile workplace such as a taxicab or police cruiser
 - ✓ Working with unstable or volatile persons in health care, social services, or criminal justice settings
 - ✓ Working alone or in small numbers
 - ✓ Working late at night or during early morning hours
 - ✓ Working in high-crime areas
 - ✓ Guarding valuable property or possessions
 - ✓ Working in community-based settings
- **Identify and Implement Control Measures to Minimize Risk.** Control measures could include:
 - ✓ Physical barriers such as bullet-resistant enclosures or shields, pass-through windows, or deep service counters
 - ✓ Alarm systems, panic buttons, global positioning systems (GPS), and radios ("open mike switch")
 - ✓ Video surveillance systems, such as security cameras, in-car surveillance cameras, and closed-circuit TV. Ensure good working order and post signage indicating surveillance system is in use
 - ✓ Convex mirrors, elevated vantage points, clear visibility of service and cash register areas
 - ✓ Bright and effective lighting
 - ✓ Keeping windows and doors clear (e.g., limit outdoor planting heights, limit advertisements on windows and doors, etc.)
 - ✓ Adequate staffing.
 - ✓ Arrange furniture to prevent entrapment
 - ✓ Cash-handling controls (e.g., keep minimum amount of cash, use drop safes, limited access safe or similar device.) Post signage indicating use of cash handling device. and amount of cash kept on hand
 - ✓ Create a workplace violence plan identifying policies and procedures
 - ✓ Crime prevention training for employees – recognize workplace security hazards, measures to prevent workplace assaults and what to do when an assault occurs, including emergency action and post-emergency procedures
 - ✓ Establish relationships/liasons with local police

DID YOU KNOW?

- 13.9% of all work-related fatalities in Michigan are work-related homicides.
- For women, 22.8% of all work-related deaths are work-related homicides.
- The average age of a work-related homicide victim was 42.4 years; the youngest victim was 17 years and the oldest victim was 84 years of age
- Within Retail Trade, 31.5% of the WR homicides occurred in the Food and Beverage Store sector and 22.5% occurred at Gas Stations with Convenience Stores.
- 59.1% of the work-related homicides occurred between 8am and 8pm (when time of homicide was known).
- The victim was working alone in 60.8% of the homicide cases.

Resources

- MIOSHA Workplace Violence Resources
 - A-Z Topics (Click on W-Z):
https://www.michigan.gov/leo/0,5863,7-336-78421_11407_52824---,00.html#w
 - [MIOSHA News](#), Vol 4, No. 1, Winter 2000:
- OSHA Workplace Violence Webpage:
<https://www.osha.gov/SLTC/workplaceviolence/>
- NIOSH Occupational Violence Webpage:
<https://www.cdc.gov/niosh/topics/violence/default.html>
- State of Washington - Late Night Retail Worker Crime Prevention:
<https://apps.leg.wa.gov/wac/default.aspx?cite=296-832>