



Contact: Annette Butler  
(202) 254-4496  
V/TDD 1-800-877-8339  
(Federal Relay Service)

FOR IMMEDIATE RELEASE  
September 28, 2012

### **New MSPB Report Examines Violence in the Federal Workplace**

The Merit Systems Protection Board (MSPB) announces the release of a new report, [\*Employee Perceptions of Federal Workplace Violence\*](#). Employee violence is defined as physical attacks, threats of attack, harassment, intimidation, or bullying in the workplace.

Results of an MSPB survey indicate that almost one in eight employees observed or experienced workplace violence in the last two years. Over half of the perpetrators were current or former Federal employees, and one-third were agency customers or clients. According to MSPB Chairman Susan Tsui Grundmann, “Prevention and mitigation of workplace violence is challenging. Limiting physical access to Federal workplaces is not enough because the vast majority of perpetrators of Federal workplace violence are individuals who, for the most part, have a legitimate reason to be in the workplace.” Although the majority of instances involved threats, harassment, intimidation, or bullying rather than physical injury or property damage, Chairman Grundmann notes that, “these behaviors demand the attention of Federal managers because they poison the work environment and may lead to more serious physical violence.”

MSPB recommends that agencies focus on mitigating violence perpetrated by current Federal employees through prevention programs; strategies that take into account geographic location, mission, and occupational mix; and human resources programs to address employee stress related to workplace violence.

MSPB is an independent, quasi-judicial agency that protects the merit system principles and promotes an effective Federal workforce free of prohibited personnel practices. MSPB adjudicates appeals, conducts studies of the merit systems, and reviews the rules, regulations, and significant actions of the Office of Personnel Management. MSPB studies are available on the web at [www.mspb.gov/studies](http://www.mspb.gov/studies).