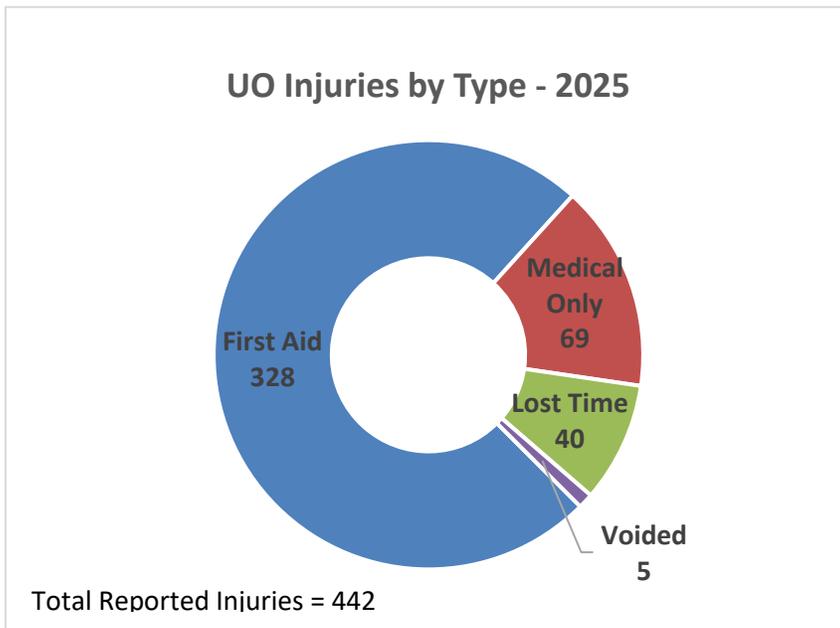


University of Oregon Annual Injury & Illness Report - 2025

The University of Oregon asks employees to report all injuries that occur at work, regardless of severity. Prompt injury reporting allows the university to provide the best care for the injured party as well as identify injury causes and implement safety measures to prevent recurrence.

In calendar year 2025, the UO had an average of 10,024 employees who worked a combined 12,062,114 hours and reported 442 injuries. ‘Employees’ include full time, part time, and student employees from all UO campuses. Work-related injuries to UO employees who were injured while conducting work off campus are also included. Contractors, vendors, students who are not employed by the university, visitors, and guests are not employees and not included in these statistics.

The 442 reported injuries for 2025 show an increase of 6.5% from the 415 reported injuries from 2024 and a nearly 24% increase over the last 2 calendar years. The increase in reported injuries is not a negative outcome. Often, an increase in reported injuries represents a strong safety culture where employees feel supported to report injuries to their supervision or have a higher engagement with workplace safety. The bulk of increased reported injuries were minor injuries. First Aid injuries increased by 13.5% while Medical Only and Lost Time Injuries both reduced significantly from 2024; 15% and 11% respectively.



Definitions:

First Aid Injuries: injuries that were self-treated or supported by non-medical professionals such as a colleague.

Medical Only: injuries where the injured party had one or more medical visits to resolve the injury but were able to conduct at least part of their primary job functions. These injuries could include visits to multiple providers (physical therapists, specialists, etc.)

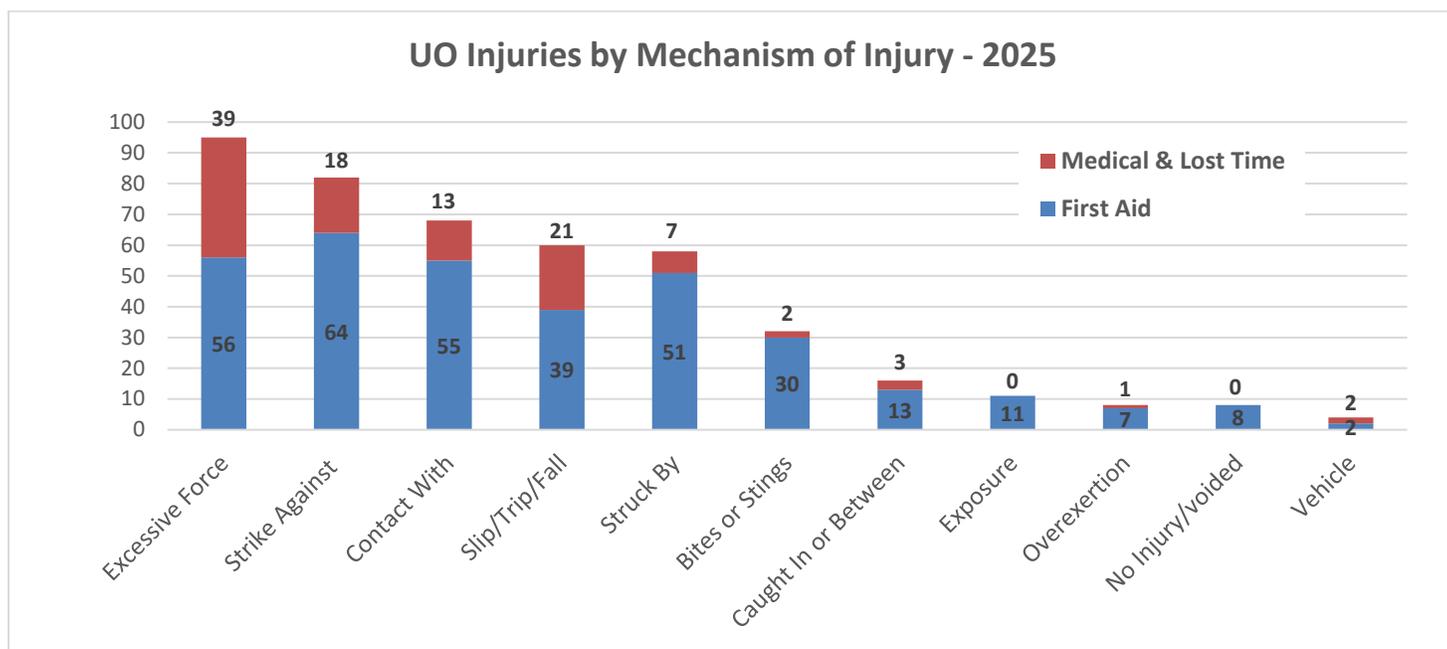
Lost Time: injuries where the medical provider indicates that the injured employee may not return to work in any capacity until they further recover from their injury.

Voiced: Injuries that were either withdrawn by the reporting employee or determined to be not related to employment.

Mechanism of Injury

The Safety Department tracks the ‘mechanism of injury’ or MOI for all reported injuries. The MOI is the force, event, or action, that results in injury. Understanding the mechanism behind UO injuries helps us to better

understand the causal factors that result in workplace injuries and to focus safety resources on specific prevention. (See page 4 for definitions of the MOIs tracked at the UO.)



Analyzing Excessive Force Injuries

Injuries from excessive force were the most reported mechanism of injury for 2025. These injuries made up nearly 22% of all reported injuries but 41% of injuries requiring medical treatment or resulting in lost time. This data informs us of the severity of excessive force injuries.

Preventing Excessive Force Injuries:

Excessive force injuries are typically strain/sprain injuries that occur from a specific action; not a build up over time. Most of the excessive force injuries reported in 2025 involved lifting (21) or moving items (16). Environmental Health & Safety (EHS) has resources to support staff in simple techniques to reduce the likelihood of excessive force injuries.

Before the lift:

Before anything is lifted or carried, set employees up for success by evaluating where regularly used items are stored. For example, heavier and frequently used items should be stored in the 'knee to shoulder range' on shelves or tables while lighter items should be placed overhead. Heavy and seldom used items on the floor or low shelves. (For more info, check out this 1-page Safety Sheet on [Shelving Safety](#)).

Prior to lifting, assess the load and plan the lift. For heavy items, see if a colleague is available to assist with a team lift. Planning the lift includes knowing where the item is going, the route to be taken, where it will be stored, and determining if a lifting aid such as a cart or hand truck is needed. It often makes sense to go a longer distance with a cart and use an elevator than a shorter distance carrying items up or down stairs.



Wagons are a great way to transport items across campus as they allow the user to walk without having the load obstruct vision of the path and to reduce fatigue and stress on arms and back from carrying items for long distances. Lastly, determine if the items being transported can be broken down into smaller loads, making an extra trip.

During the lift:

Body positioning is key to reducing the risk of excessive force injury. Some basics include moving close to the load (or the load closer to you) before lifting. Flex your knees and engage your core. Avoid twisting by moving your feet instead. Body positioning is key for ALL lifts, regardless of the weight of the load.

Step stools are a great way to change body positioning and lower the risk of excessive force injury. Invest in a [proper step stool](#). Using a stool changes the angle of the lift and brings your elbows closer to your core. Ideally, a second person is available for the person on the stool to hand off the load to a person on the round.



Lastly, if you lose control of your load at any time, let it fall. Do not attempt to catch it! Many injuries occur each year to UO employees from attempting to catch a falling object.

EHS has some great training designed to reduce Excessive Force injuries. This includes both online and instructor lead courses. Courses include Safety In Motion – Safe Lifting and Material Handling: Support for People Who lift, Carry, Push, Pull and Stack. You can find online versions on MyTrack, or email ehsinfo@uoregon.edu to request in-person training for your department or team.

Analyzing Slips/Trips/Falls

Of the total 61 reported falls, 56% occurred indoors while 43% occurred outside. Falls on stairs continue to make up a large percentage of overall STFs with descending falls (8) more than ascending (6). Best practices for reducing the likelihood of STF injuries include walking with hands out of pockets with eyes in the direction of travel (not focused on phones or paperwork). Handrails should always be used on stairs. They may not prevent an STF injury, but they are known to reduce the severity of falls on stairs by limiting the fall distance.

Comparing UO Injury Rates with Other Colleges and Universities

The US Bureau of Labor and Statistics tracks injury and illness rates for various industries using the North American Industry Classification System (NAICS). Injury rates are calculated and grouped together by industry to create a way of comparing rates amongst similar work environments. Public colleges, universities, and professional schools are in classified together in group 6113.

Although public colleges, universities, and professional schools share similar work environments, there are some important distinctions. Some universities, including many in Oregon, use contracted services for some work, including food service, custodial services, and security personnel. Some of these jobs are higher risk jobs which are associated with higher number of injuries. If an injury occurs to a contracted employee working at a college or university, it would be recorded on the contracted employer's injury log, not the university's log.

The UO uses very few temporary or contracted services. Regular custodial, food service, security, and maintenance activities are all done by UO employees. This means some UO employees are in higher risk jobs and argues that the UO will see higher injury rates overall relative to peers using contractor labor, but as university public employees these individuals also have access to university benefits and safety supports that may not be as available through smaller private contractors.

Year	Lost Time Cases	Total Days Lost	Restricted Time Cases	Total Days Restricted	Total Cases	UO Total Case Incident Rate*	NAICS Total Case Incident Rate
2021	32	955	14	1,852	61	1.15	1.40
2022	38	1,359	6	1,257	73	1.32	1.40
2023	42	1,057	14	1,125	88	1.50	1.40
2024	56	1,242	25	2,390	105	1.71	1.30
2025	42	1,221	16	1,691	75	1.24	-

*Total Case Incident Rate (TCIR) represents the number of work-related injuries per 100 full-time workers during a one-year period. TCIR is calculated by the following formula:

$$\text{TCIR} = (\text{Number of recordable injuries and illnesses} \times 200,000) / \text{employee hours worked}$$

Safety Training:

EHS holds safety training sessions throughout the year on a variety of topics including, Heat Illness Prevention, Slip/Trip/Fall Prevention, Office Safety, Wildfire Smoke, Material Handling, and more! If you'd like to be notified of the upcoming training, please email us and ask to be included on our Monthly Training Email. If you are interested in receiving training just for your department or unit, please let us know! We can customize training to your needs whether you have 10 minutes or a few hours! Contact us at EHSinfo@uoregon.edu

Where to find more injury information:

The Occupational Safety and Health Administration (OSHA) requires employers to post a summary of work-related injuries and illness in the workplace. This summary (OSHA Form 300A) is posted in various work locations around all UO campuses for the month of February every year. They are also available online on the [Safety & Risk Services webpage](#). If you still have questions, please contact UO department of Environmental Health & Safety: EHSInfo@uoregon.edu

Mechanism of Injury		
Term	Definition	Examples
Bites & Stings	A bite or sting from any animal.	Spiders/wasps/bees from walking or working outside. Animal bites from animal handling. Includes bites from children (often in childcare setting).
Caught in or between	When any body part gets caught between 2 objects resulting in harm.	Often a hand injury. Examples: Carrying a box through a narrow door and pinching hand in door jamb, closing drawer on fingers, foot caught between a piece of furniture and a wall when setting it down.
Contact with	When body part touches or "brushes up" against something causing injury. Usually minor.	Touching something hot or sharp (without force). Brushing up against something and getting a sliver, minor cut or burn.
Excessive force	An injury, usually a strain/sprain that comes with a sudden onset from a specific activity.	Lifting a box and felt immediate pain in back. Pulling on a pry bar and felt immediate pain in shoulder.
Exposure	Illness from an environmental element.	Chemical exposures, heat exposures, and Indoor Air Quality (IAQ) issues. Are usually from acute exposures (not chronic).
Overexertion	An injury, usually a strain/sprain that develops over a period of time. Could be hours/days/weeks or longer.	The slow onset of dull, achy pain that develops over time with specific activities (i.e. shoveling, sweeping, lifting, etc.) Repetitive motion injuries are in this category.
Slip/Trip/Fall (STF)	Slips, trips and falls from locations inside and outside. Slips and trips sometimes cause injury even when the person doesn't fall all the way down.	Includes falls from an elevation (i.e. step stool, ladder, stairs, off a sidewalk, etc.) or same level falls (i.e. walking in a hallway or room)
Strike against	When a body part (usually hand) bumps or hits something that causes injury.	Turning a wrench and it slips off so my hand strikes machine framework. Walking into a pole or post.
Struck by	Something else bumps or hits the employee body part.	This is often something that drops onto a hand, leg or foot. Can be caused by injured employee or by another employee.
Vehicle	Any injury related to vehicle use. Usually a collision.	Includes all vehicle types when used doing university business: cars, trucks, golf carts, utility vehicles, etc.