

Fatal Alert

On September 14, 2016, a community liaison at an apartment complex was conducting normal routine job activities. The community liaison stepped outside of the building to take a short break and sat on a patio chair. An active shooter then came outside of the building, and shot the community liaison along with two building residents that were also outside.

Significant Factor

- Incident was unexpected.
- Active shooter did not show obvious signs of aggression towards employees.
- No significant police involvement.

Recommendations

- Employer should add active shooter to the job hazard assessment.
- Complete a worksite analysis.
- Ensure there is a way to report and record incidents and near misses, and that issues are addressed appropriately.
- Provide employee training and continuing education programs relating to this issue.
- Identify the daily activities that employees believe put them most at risk for workplace violence.
- Brief all employees about this incident