FATALGRAM

ALASKA DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

Date of Accident: March 5, 2007   Health and Human Services

On March 5, 2007, a social services Residential Community Health Tech was attacked by a client and killed.

Description of Incident: The victim worked at a multi-unit facility with four buildings in the immediate area. The client came to visit a resident housed in the victim's unit and became agitated. The client has a violent history and had recently threatened the victim. Attempts to calm the agitated client and thereby de-escalate the situation were unsuccessful. The client pursued the victim out of the building and attacked her with a knife. The victim died at the scene before police arrived.

ACCIDENT PREVENTION RECOMMENDATIONS:

Ensure that there is an effective written Guideline for Prevention of Workplace Violence which includes:
- ➢ Policies and procedures to address potential threats and/or acts of violence.
- ➢ Policies and procedures to identify varying threat levels and appropriate actions necessary.
- ➢ Analysis of worksites regarding security and safe havens for employees.
- ➢ Provide violence awareness training to employees.
- ➢ Document all threats and acts of violence and implement follow-up procedures.
- ➢ Control visitor access to the work area through monitored security doors.
- ➢ Two person (minimum) presence at all times.

Conduct thorough hazard assessments of your establishment
- ➢ Breakdown tasks
- ➢ Identify the steps within each task
- ➢ Involve your employees
- ➢ Ask "What if…?"
- ➢ Re-evaluate your workplace violence policies and procedures on a regular basis.

An employer should have a written safety program which includes enforcement and discipline procedures to ensure that employees follow the employer's safety requirements. The employer should take steps to discover employee violations and document disciplinary action taken.

Implement an ongoing evaluation to identify changes in procedures regarding potential threats or acts of violence in the workplace.