

FATALGRAM 11-10

Alaska Department of Labor & Workforce Development
Division of Labor & Safety Standards
Occupational Safety & Health



Date of Incident: October 29, 2011

Industry: Hotels and Motels

Location: Anchorage, Alaska

Description of Accident: On October 29, 2011, a 49-year-old male, who had been terminated eight days before, walked through the loading dock door of the hotel and into the hallway next to the kitchen. He told employees in the area that he needed to give a manager an envelope. When the manager came to the area, the ex-employee pulled out a gun and fired two shots, killing the manager. After a four-hour search, the Anchorage Police Department arrested the suspect and charged him with one count of first-degree murder.

Accident Prevention Recommendations:

Workplace violence is violence, or the threat of violence, against workers. It can occur at or outside the workplace and can range from threats and verbal abuse, to physical assaults and homicide, one of the leading causes of job-related deaths.

The employer should establish a workplace violence prevention program, or incorporate the information into an existing accident prevention program. It is critical to ensure that all employees know the policy and understand that all claims of workplace violence will be investigated and remedied promptly. In addition, employers can offer additional protections such as the following:

- Provide safety education for employees so they know what conduct is not acceptable, what to do if they witness or are subjected to workplace violence, and how to protect themselves.
- Secure the workplace. Where appropriate to the business, install video surveillance, extra lighting and alarm systems, and minimize access by outsiders through identification badges, electronic keys, and guards.
- Provide drop safes to limit the amount of cash on hand. Keep a minimal amount of cash in registers during evenings and late night hours.
- Equip field staff with cellular phones and hand-held alarms or noise devices, and require them to prepare a daily work plan and keep a contact person informed of their location throughout the day.
- Instruct employees not to enter any location where they feel unsafe. Introduce a “buddy system” or provide an escort service or police assistance in potentially dangerous situations or at night.