

Mitigating the risk of workplace violence



Ryan Neumeyer | Thursday, February 27, 2020

Unfortunately, being prepared for an emergency situation, including an active assailant situation, is a necessity in today's day and age. In light of the horrific events that occurred yesterday at the Molson Coors Beverage Company corporate headquarters in Milwaukee, we would like to provide you with information on steps that employers can take to help mitigate the risk of workplace violence:

- Conduct a security assessment to determine a facilities vulnerability to an attack
- Create a comprehensive Emergency Response Plan
- Create a business continuity plan
- Create a protocol to report emergencies, including active assailant incidents
- Create notification system to alert employees and other individuals of an emergency
- Coordinate with local law enforcement
- Designate a point of contact with knowledge of the facility security procedures, the floor plan
- Conduct background checks
- Have a reporting policy; zero tolerance policy for violence, open door policy, etc.
- Practice evacuations
- Train employees regarding warning signs
- Train employees on how to respond to an active assailant and other emergencies
- Conduct drills including law enforcement and first responders

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- Use cameras and other technology
- Establish random security patrols
- Limit the entrances and exits
- Create a credentialing process for ingress and egress
- Designate shelter locations
- Ensure the presence of at least two evacuation routes
- Ensure individuals with disabilities are accounted for
- Create packets for first responders containing keys, access codes and floor plans, and other needed information
- Have resources in place following an incident; such as counselors and other healthcare professionals

Should you have interest in receiving assistance in developing an emergency response plan, an active shooter response policy, or related training, please feel free to contact the attorney listed below.



Ryan Neumeyer

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