

How Can HR Professionals Respond to an Active-Shooter Situation in the Workplace?

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With workplace homicides on the rise, it is imperative for HR departments to have crisis management plans in place. In the article, "How Can HR Professionals Respond to an Active-Shooter Situation in the Workplace?" featured in *SHRM*, Attorneys Howard Mavity and Jason Keck give advice on how employers can keep their workplace safe.

HR departments need to make sure they have policies and practices so that employees feel comfortable reporting their concerns about other employees' behavior, said Mavity. There may be warning signs, and there should be a practical system in place for workers to openly and honestly report unusual actions so that it can be investigated, he added.

Employers should devote the time and resources necessary to prepare to respond to a crisis, Keck said. "You can never be fully prepared for a violent situation, but there are some things you can do to develop an effective disaster plan."

To read the full article, please visit [SHRM](#).

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