

# GROUP 4



## Co-Worker/Social media threat

Tom has worked as a Parts Assembler in a family run plastics manufacturing company for one year. He works the night shift from 11:00 P.M.-7:00 A.M. with six other male co-workers. Tom's boss, Allen, reports that Tom has been "wrestling" co-workers during his shift. Although no-one was injured during these incidents he reports that several workers were "upset."

Tom walks to work every day, and recently has been "highly agitated" often entering his supervisor's office to "rant and rave about how he hates the Human Resources Director" and believes she should be fired because she is "evil." Allen reports Tom appeared "intoxicated or high" during one of his visits to his office.

Upon learning of the incidents, the Human Resources Director contacts outside safety consultants informing them she is "very concerned" about her safety and is worried Tom may pose a safety risk to others.

The Company has an established Workplace Violence Prevention Policy and has conducted on-site training for all personnel. A search of Tom's Facebook page indicated the below posts.

**1:05 A.M.**

**Kill all those factory skum.**

**1:23 A.M.**

**I'm a bully just say it u don't really have too but say it IM A BULLY HAHA**

**1:30 A.M.**

**WHAT HAPPENS WHEN WE BECOME DRUNK WITH POWER WE BECOME CORRUPT what is happening to America right now we're dying it's not working we can't become savage like I was the first 24 years**



of my life. I just have been looking for love like a basic human emotion I just cried for the first time ever in my life right now HA ITS FUNNY

**Case Study Questions:**

1. Who else, if anyone, needs to be involved?
2. What immediate workplace safety precautions, if any, should be taken?
3. What policies and protocols should be available to assist in dealing with this situation?

