

Chapter Responds to Fatal Shootings

When an employee's ex-husband entered her workplace and fatally shot her, a co-worker and himself in Salina, Kansas, in October 2009, it stunned the city.

The tragedy occurred despite legal actions the ex-wife had taken against the shooter and "created fear and vulnerability in many citizens, employees and employers," noted Natalie Fischer, PHR, HR director for the City of Salina and past chapter president of the Salina Human Resource Management Association.

Inquiries and phone calls from people concerned about workplace violence poured into the police station, said Fischer, who had regular conversations with the police chief during that time. In addition to feeling vulnerable, people were seeking guidance on warning signs and prevention techniques.

"We knew that something needed to be done," she said.

In response, the chapter collaborated with local and state law enforcement officers to create the 2010 Pinnacle Award-winning public education seminar, "Coping with Community Tragedy-Workplace Violence." The two-hour seminar attracted 185 attendees from 59 organizations and aired numerous times on local TV. The chapter later created a DVD of the seminar.

Salina was one of seven U.S. chapters and two state councils to win the coveted national competition that the Society for Human Resource Management and ADP sponsor annually. Winners were announced during the SHRM Leadership Conference in November 2010.

Kathy Gurchiek, "Chapter Responds to Fatal Shootings," *HR Magazine*, July 2011, p. 64.