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HIGH-RISK TERMINATIONS

Terminating an employee is unpleasant for an employer. Terminations may be necessary for a multitude of reasons. Regardless of the reason, the separation should be handled in the most professional and ethical manner possible; however, even if the termination is handled to protocol, an employee may still pose a risk to the company and its employees.

Employees may be hurt or angry following a termination. As a result, an employer should be mindful of the increased risk of retaliation. Retaliation can be carried out in a variety of ways including, sabotage and/or destruction of company property, the use of social media to spread disparaging and derogatory statements, and -in extreme cases - the use of threats and acts of violence.

When terminating an employee, a company should consider the potential security risks involved and plan accordingly. It may be necessary to involve key personnel from various departments including human resources, legal, security, and supervisors.

ASK YOURSELF THE FOLLOWING QUESTIONS

- What is the basis for termination?
- Does the employee have a history of disciplinary issues?
- Has the employee ever made verbal threats towards management and/or co-workers?
- Does the employee have a known criminal history?
- Has the employee ever displayed assaultive behavior towards anyone in the workplace?

FOLLOW THE PRECAUTIONS LISTED BELOW

- Conduct the termination on the first floor of a building or close to a stairwell. The individual firing the employee should remain close to the door throughout the conversation.
- Hold the meeting early in the morning towards the beginning of the week.
- Keep the conversation short, between 3-5 minutes. Don't allow the subject to make the process personal or overly emotional.
- Include documentation of the employee's personal possessions being returned
- Move all large trashcans away from entrances, buildings, and walkways.

Terminating an employee is never an easy task, but sometimes it must be done for the good of the company. Don't risk the safety of your company or employees. Contact Fortaris Capital Advisors to learn more about high-risk termination tips and how we can keep your business safe during times of uncertainty.