

Terminating an employee is never an easy task, but it becomes more difficult when there is a risk of violence. If this is the case, it may be a high-risk termination. A high-risk termination refers to firing an employee who is likely to pose a risk of harm to themselves or others. The risk can be highest at the time of termination or in the hours or days surrounding the release. During these stressful times, it is essential to ensure the safety of your employees and avoid possible risks.



Every termination requires unique preparation; however, certain security measures should be taken in every instance.

- Conduct the termination on the first floor or close to a stairwell. The conductor of the conversation must be close to the door.
- Hold the meeting towards the start of the week in the early morning.
- Keep the conversation between 3-5 minutes, on track, and generic. Don't allow the subject to make the process personal.
- Include documentation of employee's personal possessions given with two signatures.
- Get a signed trespass notice. If the former employee refuses to sign it, note this action.
- Videotape the event if lawful by both state and corporate regulations.
- Move all large trashcans away from entrances, buildings, or walkways.
- Contact Fortaris Capital Advisors for a consultation.



The Fortaris Capital Advisors team helps you prepare for high-risk terminations. We assess risk and threat levels, developing a plan and approach that mitigates risk and protects managers, staff, and the workplace, whilst maintaining business continuity.

- Pre-termination background investigation
- Advance termination site security audits
- Intervention & protection support
- Post-termination surveillance
- Pre-termination threat assessment