

FATALGRAM

FATALGRAM 25-01

Alaska Department of Labor & Workforce Development
Division of Labor & Safety Standards
Occupational Safety & Health



Date of incident: 1/15/2025

Industry: General Industry

Location: Fairbanks, AK

Summary: A worker was shot and killed while taking out the night's trash.

Description of Accident: An employee was closing the business and taking out the night's trash when he was shot and killed by a previous patron of the bar.

Accident Prevention Recommendations:

- Perform regular risk assessments of your establishment.
- Ensure areas are adequately lit and/or covered by cameras whenever possible.
- Develop and enforce “zero tolerance” policies against workplace violence to include any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the worksite, ranging from verbal abuse to physical assaults.
- Train employees to recognize and report potential signs of workplace violence to include:
 - concealing or using a weapon;
 - physical assault upon oneself or another person;
 - actions which damage, destroy, or sabotage property;
 - intimidating or frightening others
 - harassing, stalking, or showing undue focus on another person;
 - physically aggressive acts, such as shaking fists at another person, kicking, pounding on desks, punching a wall, angrily jumping up and down, screaming at others;
 - verbal abuse, including offensive, profane, and vulgar language; and
 - threats (direct or indirect), whether made in person or through letters, phone calls, texts, or email.
- Report incidents of concern to local law enforcement.