

## Case Study 1 Rambo Goes Violent

The facts of the case are straightforward. A shop floor dispute at an automobile parts manufacturing plant in Hamilton, Iowa, ended with one worker killing another. At about 2:00 p.m., police responded to a report of a fight that erupted between two employees. When members of the Hamilton Police Department's Violent Crime Unit arrived, they found Mark Lomas seriously injured. Lomas, 30, died three hours later at Good Samaritan Memorial Hospital. The other employee, Thomas Waycross, was charged with second-degree murder.

During the investigation of the incident, employees noted that Lomas and Waycross often "bickered" when working together. One employee remarked that Waycross liked to "act tough." Another employee claimed that Waycross had a "Rambo-type" personality. It was widely known that management had told both employees to "learn to get along" or quit.

When asked about the incident, police spokesperson Kathy Calder remarked, "Employers must be vigilant when monitoring for signs of potential workplace violence." Nancy Lomas, Mark's wife, has filed a negligence lawsuit against the company.

### Questions

1. What are some violence indicators an employee might display?
2. What are some actions management can take to help prevent workplace violence?
3. How can employees protect themselves against workplace violence?

**Source:** Adapted from a case known to one of the authors. All names are fictitious.