

# How should we respond to employee's fear she's being stalked?

**Q. One of our female employees says her ex-boyfriend is stalking her. She hasn't been able to get a restraining order against him. We're worried that he may show up and harm her or other workers. Can we fire or suspend her?**

**A.** Termination would be an overreaction to this situation. You should have a detailed discussion with the employee to investigate her concerns and enable you to assess the risk posed by her ex-boyfriend.

You also should consider taking steps to improve the security of the work environment, such as consulting with law enforcement, hiring a security guard and advising the receptionist about who might pose a threat.