As employees and staff continue to heal from the traumatic shooting, you may notice:

- Heightened state of anxiety
- Reluctance to return to the location of the incident
- Increased absenteeism
- Increased awareness of potential danger
- Higher rates of arguments between coworkers
- Increased state of anxiety
- Reluctance to return to the location of the incident
- Increased absenteeism
- Increased awareness of potential danger
- Higher rates of arguments between coworkers
- Follow up with staff regarding their concerns. Staff may feel vulnerable in the work environment and may need reassurance on protective measures.
- Remind them of EAP services through the EACC. Free and confidential counseling services are offered for UAB employees and anyone in their household.
- It is important you continue to take care of yourself by eating well, getting rest, exercise, and knowing your own limits. Staff will take note of your personal process and model after you.

These are normal reactions to a crisis event and will take time to normalize. As you lead your staff through this process, keep the following tips in mind:

- Acknowledge and clarify staff questions and concerns. It is normal for staff to have feelings of guilt or helplessness after a crisis.
- Encourage staff to maintain their routine. Reestablishing a stable routine can help staff regain their sense of normal.
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- It is important you continue to take care of yourself by eating well, getting rest, exercise, and knowing your own limits. Staff will take note of your personal process and model after you.

For more information on EACC services, visit uab.edu/eacc or call 205-934-2281.