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### **THE COST OF ADMISSION**

In January 2013, Robert Saylor, a 26 year old man with Down Syndrome, went to see “Zero Dark Thirty” with his health aide at the Regal Cinema in Frederick, Maryland. Robert apparently liked the movie so much that he decided to sit through the next showing. When a manager of the Regal Cinema asked Robert to leave, he refused to get out of his seat. The manager of the cinema then called three off duty Frederick County police officers, Lt. Scott Jewell, Sgt. Rich Rochford and Deputy First Class James Harris, who were working security for the theater at the time.

According to reports, when the officers/security guards asked Robert to leave, he “mouthed off” at them and “resisted arrest.” Rather than allowing him to stay and deal with the situation later with his parents and the health aide present, the officers forcibly picked Robert up out of his seat and handcuffed him.

According to a law enforcement source familiar with the case, the officers placed Robert face down on the ground. It was at this point Robert began to asphyxiate, which resulted in his death.

According to Dr. George Kirkham, a criminologist and former law enforcement officer, Robert’s death was caused by “positional asphyxia.” The Chief Medical Examiner concurred and ruled Robert’s death a homicide.

“Positional asphyxia” is typically the result of an intense struggle and often involves a person who is handcuffed and lying on their stomach after the struggle.

Clearly, whatever training this manager and these officers received in the area of tolerance, which should include seeing the perspective of others and diffusing rather than escalating situations, was not effective. Too many times, our tolerance programs are seen as just a “nice” thing to do without any real business application. However, being able to see the world through someone else’s eyes is a critical skill in today’s world. Actually, our ability to apply this skill is so lacking that people with disabilities are now the most discriminated against group of people in America. 70% to 80% of all people with disabilities who could work if given the chance are unemployed.

The cost of admission at the Regal Cinema is \$11.00. Robert, whose mental disability was readily apparent, was wrestled to the ground and choked to death for \$11.00.

**How effective is your tolerance program? What is your cost of admission?**



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***Business First's 20 People To Know In HR***

***CEO Magazine's 2008 Human Resources "Superstar"***

***Nationally Certified Emotional Intelligence Instructor***

**2012, 2008, 2007, 2006 and 2003 SHRM National Diversity Conference Presenter**

**Scott Warrick** combines the areas of law and human resources to assist organizations in **"Solving Employee Problems BEFORE They Happen."** Scott uses his unique background of **LAW** and **HUMAN RESOURCES** to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical and entertaining style.

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Scott's **"Employment Law Videos"** on the ADA, FMLA, FLSA and Harassment.

**"The Human Resource Professional's Complete Guide To Federal Employment And Labor Law" &**  
**Scott's "Do It Yourself HR Department"**  
are favorites for anyone wanting to learn Employment Law and run an HR Department.

**Scott's academic background and awards include:**

Capital University College of Law (Class Valedictorian (1st out of 233))

Master of Labor & Human Resources and B.A. in Organizational Communication: The Ohio State University

The Human Resource Association of Central Ohio's Linda Kerns Award for Outstanding Creativity in the Field of HR Management and the Ohio State Human Resource Council's David Prize for Creativity in HR Management

For more information on Scott, just go to **[www.scottwarrick.com](http://www.scottwarrick.com)**