

# ADDRESS WORKPLACE VIOLENCE PROACTIVELY

*California's New Requirement began July 1, 2024.*

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SB 553, effective July 1, 2024, demands that almost every employer with operations in California develop, implement, and maintain a formal, written workplace violence prevention plan (“WVP”).

Four workplace violence types are set forth under SB 553, as defined by California’s Department of Industrial Relations.

- **“Type 1 Violence”** means workplace violence committed by a person who has no legitimate business at the worksite and includes violent acts by anyone who enters the workplace or approaches workers with the intent to commit a crime.
- **“Type 2 violence”** means workplace violence directed at employees by customers, clients, patients, students, inmates, or visitors.
- **“Type 3 violence”** means workplace violence against an employee by a present or former employee, supervisor, or manager.
- **“Type 4 violence”** means workplace violence committed in the workplace by a person who does not work there but has or is known to have had a personal rela-

tionship with an employee.

California employers must take practical steps to enact their specific WVP, including training employees and incorporating the requirements of California’s Injury and Illness Prevention Plan. Training must take place when the WVP is first established, and annually thereafter, and again if a new workplace violence hazard is identified and changes are made to the plan. Each WVP must be particularly customized to the specific worksite, meaning businesses with multiple locations will need multiple WVPs. The WVP must be in writing and easily accessible to employees, authorized employee representatives, and Cal/OSHA representatives. Employers must provide the WVP documents to employees free of charge, and do so within fifteen calendar days of the request for such records.

After the WVP is developed, employers must record each incident of violence, including certain information concerning the incident, and then maintain records of each workplace violence hazard. Records of workplace violence hazard identification,

evaluation, and correction must be created and maintained for a minimum of five years, while training records and records of workplace violence investigations and incidents logs must be maintained for one year.

Klinedinst continues to track and evaluate legislative activity and guidance concerning effective steps to comply with SB 553, and ensure workplaces have the best information available to them concerning these new requirements.



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