

7 Tips for California Employers' Violence Prevention Plans

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John Carrigan, Jr., Elena Hillman, and Daniel Pascale were quoted in an HR Dive article discussing tips on how California employers can implement workplace violence prevention plans by July 1. First, Elena suggested keeping the workplace violence prevention plan separate from any other related policies, as the plan will be reviewed annually. She also urged employers to make this plan accessible to employees. Dan shared that the plan must be specific to the hazards of each work area, stating that “you actually have to do [an] assessment at every work location.” He encouraged employers to involve employees when creating and implementing the plan. Dan stated, “It will be essential for you to include employees who have great familiarity with each work location, and ultimately, the types of threats that they’re facing.”

Additionally, Elena emphasized the importance of identifying the name and job title of the person responsible for implementing the plan and ensuring the plan indicates how concerns will be investigated. Lastly, she urged employers to include anti-reprisal clauses in employer plans and “really emphasize that employees will not be disciplined or suffer from retaliation for in-good-faith reporting workplace violence, hazards, and issues.” John added that “it’s important that we all do what we can to comply with the statute,” although it remains to be seen how and when OSHA will review employers’ plans.

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