

Compliance Alert

Workplace Violence Prevention Law Takes Effect July 1

CALIFORNIA EMPLOYERS must start complying with the state's new workplace violence prevention law, starting July 1.

Employers will be required to adopt and implement workplace violence prevention plans that satisfy the requirements of California Labor Code.

All employers in the state are required to comply with the new law, with only a few exceptions.

What the Plan Must Do

- Identify who is responsible for implementing the plan.
- Involve employees and their representatives in its creation.
- Include details for how to accept and respond to reports of workplace violence.
- Prohibit employee retaliation.
- Include details for communicating with employees regarding workplace violence matters, including: how to report a violent incident, threat or other workplace violence concern; effective means to alert employees to the presence of a workplace violence emergency; and how to obtain help from staff assigned to respond and/or law enforcement.
- Lay out instructions for responding to actual and potential emergencies.
- Include procedures for post-incident response and investigation.
- Require the employer to develop and provide effective training. Employees must be provided with initial training and then an annual refresher.
- Require the employer to identify, evaluate and correct workplace violence hazards.
- Require the employer to post incident response and investigations.

Training

Employers will be required to train their workers on workplace violence prevention with training materials that are easy to understand. Training must include:

- Familiarizing employees with the plan and how to participate in developing and implementing the plan.
- Definitions and requirements of California Labor Code section 6401.9.
- Information on how to report workplace violence incidents without fear of retaliation.
- Job-specific violence hazards and preventive measures.
- Explaining the purpose of the violent incident log and how to obtain related records.
- The opportunity for employees to ask questions and get more information on their employer's plan.

Record-keeping

Employers will be required to keep records of:

- Workplace violence hazard identification, evaluations and any corrections made (must be maintained at least five years).
- Training (kept for one year).
- Violent incidents (kept for at least five years).
- Workplace violence incident investigations (kept for at least five years). ❖

Having Trouble Getting Started?

Cal/OSHA has a model workplace violence prevention plan that provides a comprehensive starting point.

[You can find it here](#)



Produced by Risk Media Solutions on behalf of Heffernan Insurance Brokers. This newsletter is not intended to provide legal advice, but rather perspective on recent regulatory issues, trends and standards affecting insurance, workplace safety, risk management and employee benefits. Please consult your broker or legal counsel for further information on the topics covered herein. Copyright 2024 all rights reserved.