

California Workplace Violence Prevention Standard

The new California workplace violence prevention standard, Senate Bill 553 (SB 553), introduces workplace safety and security regulations. Effective July 1, 2024, SB 553 mandates employer measures for workplace violence prevention and post-incident response. Here is an in-depth analysis of the key components:

Historical Review and Applicability

SB 553 applies to all employers, employees, places of employment, and employer-provided housing, with exemptions for specific sectors like healthcare, police, fire, and certain operations. It outlines four classifications of workplace violence, ranging from violence by unauthorized individuals to incidents involving employees or former employees.

Important Dates and Expansion of Protections

The legislation sets significant dates for compliance, with the Workplace Violence Prevention Plan becoming operative on July 1, 2024. Additionally, starting January 1, 2025, restraining order rules will be expanded as a protective measure.

Workplace Violence Prevention Plan Requirements

SB 553 requires a detailed written Workplace Violence Prevention Plan (WVPP) accessible to employees and Cal/OSHA. It is to include essential elements such as responsible parties, active employee involvement, hazard

identification and correction procedures, reporting mechanisms, emergency response protocols, training requirements, and post-incident response guidelines.

Compliance and Training

Employers must ensure compliance methods for all employees and provide interactive training. Training should cover various aspects such as response to violent acts, hazard assessment, reporting procedures, violent incident logs, and post-incident corrective actions.

Recordkeeping and Documentation

The standard mandates additional recordkeeping practices, including maintaining a Violent Incident Log listing every workplace violence incident. Records related to hazard identification, evaluation, correction efforts, training sessions, and investigations must be retained for specific periods.

Conclusion

SB 553 emphasizes the importance of preventing and responding to workplace violence. As the implementation date approaches, organizations must proactively prepare by developing comprehensive Workplace Violence Prevention Plans that adhere to SB 553.

Assistance with Workplace Violence Prevention Plans

For organizations seeking guidance in crafting effective Workplace Violence Prevention Plans and conducting interactive training sessions, Aspen stands ready to provide expert assistance. With a wealth of experience in helping companies navigate regulatory requirements and enhance workplace safety, Aspen offers tailored solutions to ensure compliance with SB 553. Our commitment to saving lives, preventing injuries, and protecting our clients from harm underscores our dedication to supporting organizations in creating safe and secure work environments.

References and Additional Information

California Workplace Violence Prevention Standard: Are you ready for the new regulation
https://attendee.gotowebinar.com/recording/2615553881601812311

SB 553
https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240SB553

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