

California Workplace Violence Prevention



Guidance from OSHA and court decisions make it essential that employers in all states provide effective, up-to-date workplace violence prevention training to employees. As workplace violence in the U.S. continues to increase, providing training is one way employers can meet their obligation to maintain a safe workplace and avoid legal liability resulting from violence at work.

Course Content

Traliant's **Workplace Violence Prevention** training is a 30-minute course that helps employees understand how to recognize warning signs and risk factors for workplace violence, what to do if workplace violence concerns arise, and how to protect themselves in a workplace violence incident. The training can be customized to include an employer's workplace violence prevention plan and specific reporting procedures – elements required by the CA law.

Course Topics

- What workplace violence is
- Types of workplace violence
- Red-flag behaviors
- How to report workplace violence concerns
- De-escalation techniques
- What to do if workplace violence occurs
- How employees can keep themselves safe in a workplace violence incident

The California Law

- Enacted in September 2023
- By **July 1, 2024**, most California employers must:
 - Implement a workplace violence prevention plan
 - Begin keeping a log of violent incidents in the workplace
 - Provide annual workplace violence prevention training to employees
- To meet the July 2024 deadline, California employers should start now by:
 - Developing their workplace violence prevention plan
 - Making arrangements to get their employees properly trained