

California: Workplace Violence Prevention Plan Required

Effective July 1, 2024, almost every employer must include a written workplace violence prevention plan as part of its injury prevention program. The plan must always be in effect, designed specifically for each work area and operation, and include the following:

- Names and titles of people responsible for the plan
- Plan development procedures that include employee involvement
- Implementation and training methods
- Response procedures and antiretaliation protections
- Compliance procedures for supervisory and nonsupervisory employees
- Communication methods
- Hazard identification and correction procedures
- Post-incident response and investigations
- Efficacy and annual review

Employers must also record information in a violent incident log for every workplace violence incident. The law also addresses the creation and maintenance of the violent incident log, mandatory training, reporting workplace violence, recordkeeping, and much more.

Of note, the following are exempted from the law:

- Workplaces with less than 10 employees working there at any given time, that aren't accessible to the public, and that comply with the state's injury and illness prevention program [requirements](#); and
- Employees teleworking from a location of their choice that is not under the employer's control.

([CA SB 553](#) was signed by the governor on September 30, 2023)