

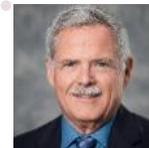


SB 553 WORKPLACE VIOLENCE PREVENTION

Understanding the Roadmap for Identifying
and Controlling Sources of Violence



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Safe Space



This is a safe space – it is OK to not know how to tackle this topic.

POLL

What stage are you at in developing your WVPP?





Agenda

- SB 553 Overview
- Exposure Identification
- Control Measures
- Scenario
- Resources

Finding Value



Compliance

SB 553



Current Events

Reality of the
world today



Empowerment

Protecting your most
valuable resources

SB 553 – WVPP Overview



Workplace violence prevention plan required by 7/1/24 and can be part of your IIPP



The plan (and training) must include effective engagement of staff and their representatives

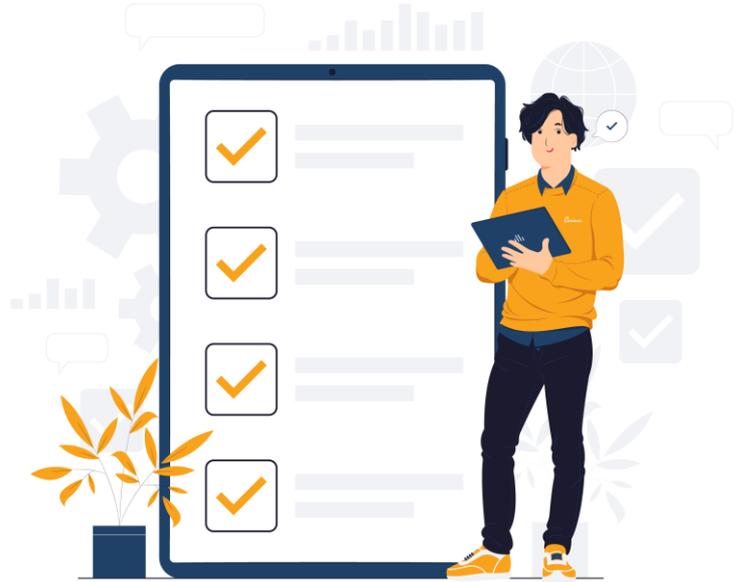


Employers have to build their own plans specific to their occupation exposures

SB 553 – WVP Plan Components



1. Person(s) Responsible
2. Procedures and Implementation
3. Coordination
4. Procedures to Accept and Respond
5. Employee Compliance
6. Employee Communication
7. Employer Evaluation and Response (Reporting)
8. Employee Training
9. Recordkeeping/Incident Tracking Log



Make Workplace Violence Prevention Effective by Layering Controls



POLL: If SB 553 is the “core” in this image, what would the other layers be?

- A. Elimination of violence
- B. Substitution of exposures to violence
- C. Engineering controls of violence
- D. Administrative controls of violence
- E. Personal Protective Equipment

Identifying Your Exposures (Prevention)



SB 553 Types of Workplace Violence:

1

Committed by a person
who has no legitimate
purpose at the worksite

2

Committed by a person who does
have a legitimate purpose at the
worksite (customer, client,
patient, student, inmate,
or visitor).

3

Committed by a present or
former employee,
supervisor, or manager.

4

Committed by a person who does
not work at the workplace, but
has or is known to have had a
relationship with an employee

Identifying Your Exposures (Prevention)



Criminal Acts of Violence

- Threats of violence
- Physical attacks
- Sexual assault/rape
- Robbery (not burglary)
- Carjacking, high value items
- Abduction/kidnapping
- Murder/manslaughter

Identifying Your Exposures (Prevention)



Location

- At the workplace, indoors
- At the workplace, outdoors
- Other areas



Environment

- Was the employee completing usual job duties?
- Was the area poorly lit?
- Was the work being “rushed”?
- Was the employee working during a low staffing level?
- Was the employee isolated/alone?
- Was the employee able to get help/assistance?
- Was the employee working in a community setting?
- Was the employee working in an unfamiliar/new location?
- Other: please explain

Identifying Your Exposures (Prevention)



Location/Environment of Crimes – expanded

- High value items/money/tech
- Crime statistics of the area
- Mobile workforce (driving)
- Isolated from assistance/response
- Public use space
- Places with public interaction
- Public/restricted areas within a location



Identifying Your Exposures (Prevention)



Environmental Conditions

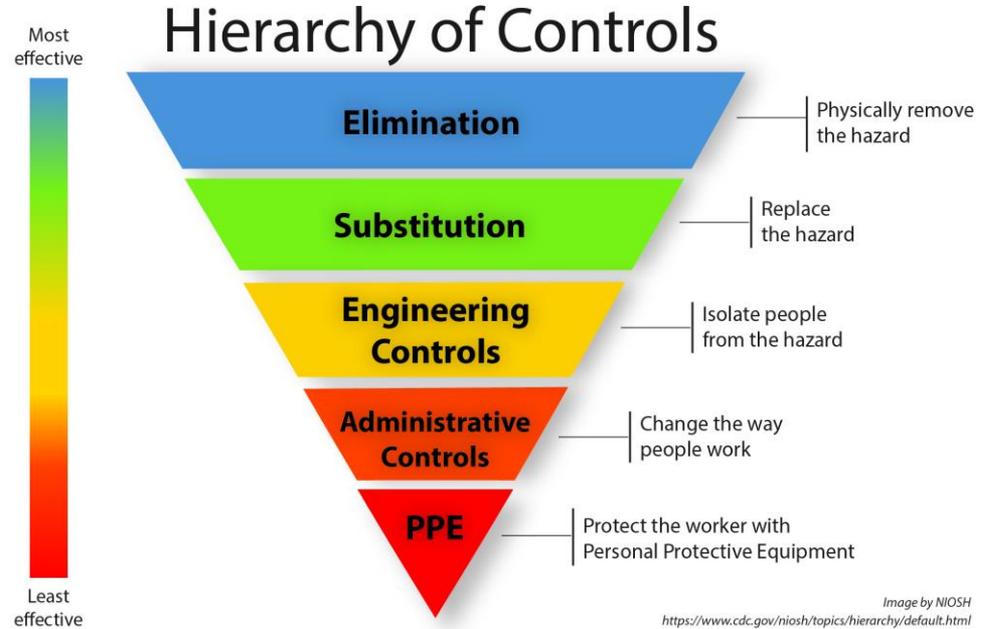
- Time of day
- Working alone
- Lighting – indoors/outdoors
- Weather/Acts of God
- Civil disturbance (not peaceful protest)
- Fluctuations in levels of cash/money on hand (football game, fundraiser)
- Mental health of yourself/your peers/students/the “public”

Control Measures (Prevention)



Hierarchy of Controls Inverse Pyramid

- Explain the priority
- Walk through an example



Control Measures (Elimination)



Control Measures (Substitution)



Cash?
EFT



Live Meeting?
Virtual Meeting

Control Measures (Engineering)

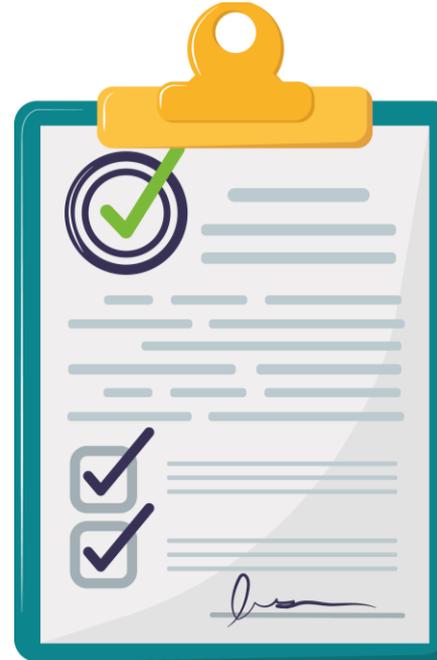


- Columbine-style door locks
- Ballistic film
- Single point of entry
- Organized Security
- Mechanical Surveillance
- Perimeter Access Control
- Visitor Management System
- Duress Alarms
- CPTED
- Lighting
- Hostile vegetation
- Maintenance

Control Measures (Administrative)



- Training (conflict de-escalation, SAA, defensive tactics)
- Policies (locked doors, student discipline, communication, anti-harassment/bullying)
- Inspections
- Work scheduled (time of day, number of employees on site)
- Visitor access/management
- Political protest area (muni)/“Free speech zone” (CCD)
- Reasonable suspicion/probable cause



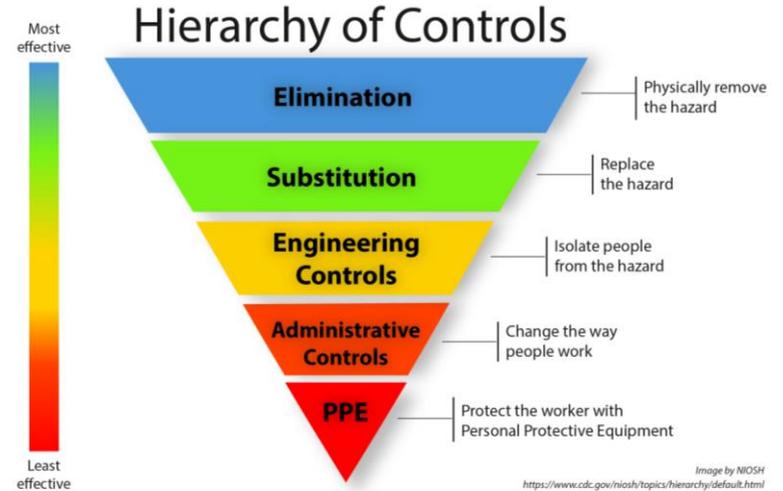
Control Measures (PPE)



Control Measures – Scenario



POLL: What hierarchy of control layer worked best in this scenario?



Incident/Threat Response



- Reminder of SB 553 requirements for response
- Responding to the event itself
 - Triage the incident
 - Preservation of life
 - Isolating the hazard
 - Implementation of applicable programs (EOC, EOP, CSSP)
 - Preservation of evidence
 - After-action debrief
 - Adjustments to existing controls
 - Implementation of new controls
 - Improve overall resilience



QUESTIONS?

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Resources

- WVPP template and recordkeeping log
- Hazard Threat Assessment survey
- Threat and Physical Security Assessment Checklist
- Tabletop Drill Scenario Card

If you're interested in receiving any of these tools, please visit our website: ww2.keenan.com/wbn-sb553-optin





**Thank you for
your participation!**

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