

Manager/Supervisor Risk Management

#151-5/14/13

A twice weekly e-mail training for YCPARMIA members

TOPIC: SAFETY – VIOLENCE IN THE WORKPLACE

The State requires that all employers provide safe and healthy work environments. While workplace violence certainly has the potential to make the workplace unsafe and/or unhealthy, it is interesting to note that Cal/OSHA does not have specific requirements that address this issue. Most YCPARMIA members recognize the seriousness of this problem, and have an entity policy that lays out the practices and procedures to be used to prevent incidents, or mitigate their effect. As with all safety related policies, the Violence in the Workplace Policy should be a supplement to the entity's IIPP.

Workplace violence can be caused by an employee, but the majority of violent acts or threats in the workplace are made by non-employees. Workplace violence includes any act, occurring either on entity premises or during the performance of work-related duties that:

- Threatens the safety of an employee and/or member of the public;
- Affects the health, life, or wellbeing of an employee and/or member of the public;
- Results in damage to the entity, employee, or customer property.

Cal/OSHA does offer a model program, IIPP for Workplace Security. Its list of violent acts includes:

- Threatening, intimidating, coercing, harassing, or assaulting an employee or customer;
- Sexually harassing an employee or customer;
- Carrying concealed weapons on entity premises, or concealing a weapon on entity property;
- Allowing unauthorized persons access to the building or confidential information without management permission;
- Using, duplicating, or possessing keys to the building or offices within the building without authorization;
- Stealing, or attempting to steal, property of the entity, an employee or customer;
- Damaging, or attempting to damage, property of the entity, an employee or customer.

A minor distinction can be noted: Injuries that are caused by workplace violence are recordable on the entity's OSHA 300 log, but probably do not trigger the State's requirement to immediately report serious injury, illness or death. An exception to that notice requirement involves injury or death caused by a crime; if the violence in the workplace results in a violation of the Penal Code, the resulting injury or death would not require immediate notice to Cal/OSHA.

Next Topic: Safety – Violence Model Policy Elements