

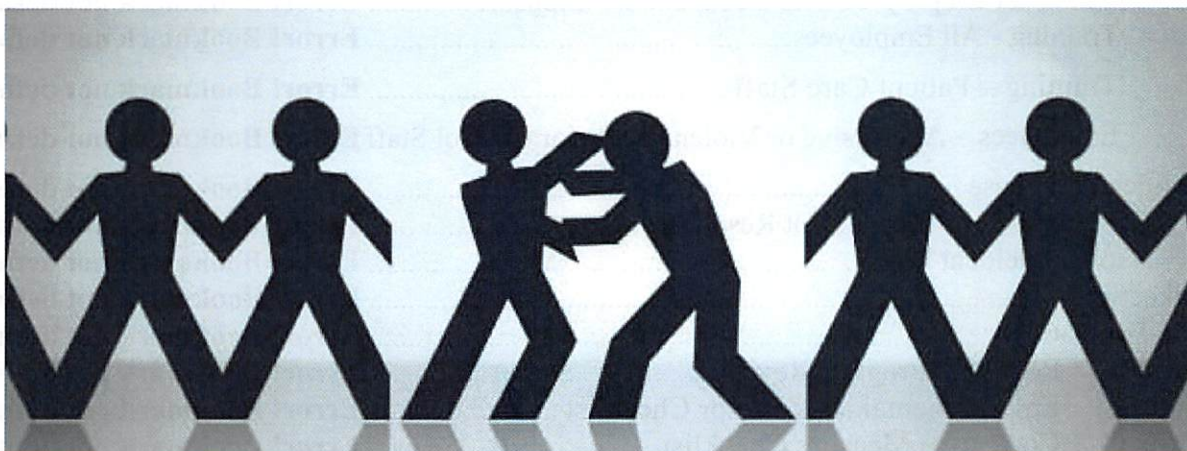


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Boldt Risk Management Solutions

# Workplace Violence Prevention Program

ATTENTION: This publication is intended to assist BRMS clients and licensees in developing a Workplace Violence program and to strengthen their knowledge to prevent or minimize employees' occupational exposure to workplace violence. The plan is consistent with the requirements of the Cal/OSHA Injury and Illness Prevention Program.



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# Policy Regarding Workplace Violence and the Reporting of Workplace Violence

We endeavor to provide a safe and healthful workplace for employees. Our organization's policy is to partner with our employees to establish, implement, and maintain an effective Workplace Violence Prevention Plan as required by *{the Workplace Violence Prevention in Health Care Standard as described in the California Code of Regulations, Title 8, Chapter 4 (8 CCR), Section 3342 as it relates to a fixed health facility}*. This written plan is designed to prevent or minimize employees' occupational exposure to workplace violence. The plan is consistent with the requirements of the Cal/OSHA Injury and Illness Prevention Program (8 CCR 3203). Our IIPP is made available upon request, for examination and copying, to our employees, the Chief of Cal/OSHA, and NIOSH (or their respective designees) in accord with 8 CCR 3204, "Access to Employee Exposure and Medical Records."

Employees are required to report any incidents of workplace violence to their supervisor and may report incidents of workplace violence to law enforcement or other agencies if they chose to do so. We will not tolerate retaliation of any kind against employees who report incidents or workplace violence. We will likewise not tolerate any acts which discourage employees from reporting incidents of workplace violence.

Our organization's written Workplace Violence Mitigation plan contains at least the following elements:

- Organizational Position and Policy regarding Workplace Violence Prevention and the Reporting of Workplace Violence
- Roles and Responsibilities
- Worksite Analysis and Hazard Identification
- Hazard Prevention and Control
- Communication and Training Plan
- Post Incident Response
- Record Keeping and Program Evaluation

*To arrange for access to the full model of Workplace Violence program, a sample Implementation Schedule and/or Consulting Services, contact:*

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