

Employer's Guide to Workplace Violence Prevention - 7th Edition

Richard J. Simmons & Robert K. Foster

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Effective **July 1**, all California employers must develop and implement a workplace violence prevention plan. Castle's new 2024 publication, the Employer's Guide to Workplace Violence Prevention, examines the requirements of newly enacted **SB 553** and includes violence prevention strategies and sample forms and policies. It also covers Cal/OSHA's Violence Prevention in Health Care standard that applies to certain health care employers.

Employers may need to have additional policies and procedures in place to protect their employees. The new publication explains recent amendments to the Workplace Violence Safety Act which enables employers to seek a temporary restraining order and injunctions to protect employees who are victims of violence, threats of violence, and now, harassment. In addition, employers must balance concerns about negligent hiring, supervision, and retention against competing legal responsibilities under the Ban the Box Rules, the Americans with Disabilities Act, as well as the privacy and confidentiality laws. In this publication, Attorneys Richard J. Simmons and Robert K. Foster of Sheppard, Mullin, Richter & Hampton LLP provide a practical and useful review of the laws in the field, the obligations of employers, and the concerns that every workplace now faces.

Among the subjects addressed in the publication are the following:

- **CAL-OSHA Rules**
- **Applicant Screening Techniques**
- **Rules and Forms for TROs**
- **Workplace Violence Safety Act**
- **High-Risk Occupations**
- **Special Health Care Guidelines**
- **Disability Discrimination Issues**
- **Mandatory Changes to IIP Plans**
- **Violence Prevention Strategies**
- **Sample Forms and Policies**

- **Sample IIP Program**
- **ADA Issues**

- **Negligent Hiring and Retention**
- **Confidentiality Concerns**
- **Statistical Insights**
- **Injunctions**
- **Complaint Procedures**
- **Duty to Warn**
- **Sample Safety Policy**
- **Prevention Checklist**

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