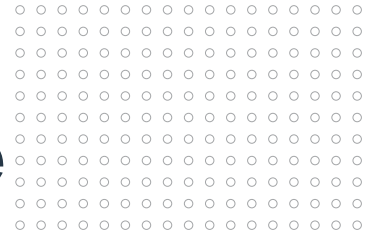


California Legislature Passes SB 553: Preventing Workplace Violence



The California Legislature passed Senate Bill (SB) 553, legislation to protect workers from workplace violence. SB 553 requires employers to develop their own workplace violence prevention plans as part of their Cal/OSHA Injury Illness Prevention Plans (IIPP's). Employees must be informed of these plans and prepare accordingly. The bill will be advanced to the Governor for his signature.

*According to Cal/OSHA, the **latest data** shows in 2021, 57 working people died from acts of workplace violence in California. In the U.S., an average of 1.3 million nonfatal violent crimes in the workplace occurred annually from 2015 to 2019.*

For six years, Cal/OSHA has worked on a workplace violence prevention plan for businesses known as the **Workplace Violence General Industry Draft**. If signed by the Governor, SB 553 would accelerate the creation of this standard by placing it into effect on **July 1, 2024**.

As a key next step, Senate Bill (SB) 553 requires employers to develop their own workplace violence prevention plans. Under SB 553, these workplace violence prevention plans:

1. Require all employers to:
 - a. maintain a Violent Incident Log of all violent incidents against employees, as well as
 - b. post-incident investigations.
2. Require staff to know how to obtain help from the law enforcement or staff assigned to respond to workplace violence emergencies.
3. Allow an employee representative to be a petitioner for a temporary workplace violence restraining order.
4. Identify those responsible for implementing the plan, roles and responsibilities, training, and protocols for assessing and reacting to threats of workplace violence. Employers must annually review the plan.
5. Require employers to explain to employees how to report violent incidents without fear of retaliation, and how their concerns will be addressed.
6. Lay out procedures for responding to violent emergencies, including:
 - a. alerts about emergencies,
 - b. feasible evacuation or sheltering plans, and
 - c. obtaining assistance from staff, security, or law enforcement.

The HUB Risk Services Division is actively developing resources to help our clients comply with the new regulation.

Helpful Resources

- [Draft of SB 553](#)
- [Cal/OSHA – Workplace Prevention in General Industry Page](#)