

WORKPLACE VIOLENCE PREVENTION PROGRAM for RENOIR STAFFING, LLC

Renoir Staffing's Workplace Violence Prevention Plan (WVPP) addresses the hazards known to be associated with the four types of workplace violence as defined by [Labor Code \(LC\) section 6401.9](#).

Date of Last Review: April 1, 2024

Date of Last Revision(s): April 1, 2024

DEFINITIONS

Emergency - Unanticipated circumstances that can be life threatening or pose a risk of significant injuries to employees or other persons.

Engineering Controls - An aspect of the built space or a device that removes a hazard from the workplace or creates a barrier between the employee and the hazard.

Log - The violent incident log required by LC section 6401.9.

Plan - The workplace violence prevention plan required by LC section 6401.9.

Serious injury or illness - Any injury or illness occurring in a place of employment or in connection with any employment that requires inpatient hospitalization for other than medical observation or diagnostic testing, or in which an employee suffers an amputation, the loss of an eye, or any serious degree of permanent disfigurement, but does not include any injury or illness or death caused by an accident on a public street or highway, unless the accident occurred in a construction zone.

Threat of violence - Any verbal or written statement, including, but not limited to, texts, electronic messages, social media messages, or other online posts, or any behavioral or physical conduct, that conveys an intent, or that is reasonably perceived to convey an intent, to cause physical harm or to place someone in fear of physical harm, and that serves no legitimate purpose.

Workplace violence - Any act of violence or threat of violence that occurs in a place of employment.

Workplace violence includes, but is not limited to, the following:

The threat or use of physical force against an employee that results in, or has a high likelihood of resulting in, injury, psychological trauma, or stress, regardless of whether the employee sustains an injury.

An incident involving a threat or use of a firearm or other dangerous weapon, including the use of common objects as weapons, regardless of whether the employee sustains an injury.

The following four workplace violence types:

Type 1 violence - Workplace violence committed by a person who has no legitimate business at the worksite and includes violent acts by anyone who enters the workplace or approaches employees with the intent to commit a crime.

Type 2 violence - Workplace violence directed at employees by customers, clients, patients, students, inmates, or visitors.

Type 3 violence - Workplace violence against an employee by a present or former employee, supervisor, or manager.

Type 4 violence - Workplace violence committed in the workplace by a person who does not work there but has or is known to have had a personal relationship with an employee.

Workplace violence does not include lawful acts of self-defense or defense of others.

Work practice controls - Procedures and rules which are used to effectively reduce workplace violence hazards.

A. RESPONSIBILITY

The WVPP administrator, Anne Sparks – Director of Corporate Affairs, has the authority and responsibility for implementing the provisions of this plan for Renoir Staffing LLC. If there are multiple people responsible for the plan, their roles will be clearly described.

Responsible Persons	Job Title/Position	WVPP Responsibility(ies)	Phone #	Email
Anne Sparks	Director of Corporate Affairs	Overall responsibility for the plan	916-290-6588	asparks@renoirstaffing.com
Heather Olaguez	Director of Finance	Responsible for employee involvement and training; Heather handles training and reporting for the Finance Department.	916-290-7554	holaguez@renoirstaffing.com
Lia Lovelady	Director of Staffing Services	Responsible for employee involvement and training; Lia organizes safety meetings, updates training materials, and handles any reports of workplace violence, within the Staffing Department.	916-290-6586	Lia.lovelady@renoirstaffing.com

All managers and supervisors are responsible for implementing and maintaining the WVPP in their work areas and for answering employee questions about the WVPP.

B. EMPLOYEE ACTIVE INVOLVEMENT

Renoir Staffing LLC ensures the following policies and procedures to obtain the active involvement of employees and authorized employee representatives in developing and implementing the plan:

- Management will work with and allow employees and authorized employee representatives to participate in:
 - Identifying, evaluating, and determining corrective measures to prevent workplace violence.

- Management will have monthly safety meetings with employees and their representatives to discuss identification of workplace violence related concerns/hazards, evaluate those hazards and/or concerns, and how to correct them. These meetings could involve brainstorming sessions, discussions of recent incidents, and reviews of safety procedures.
- Designing and implementing training.

Employees are encouraged to participate in designing and implementing training programs, and their suggestions are incorporated into the training materials. For example, an employee might suggest a new training scenario based on a recent incident.

Reporting and investigating workplace violence incidents

- Report Promptly: Encourage timely incident reporting.
- Assess Safety: Secure the scene and preserve evidence.
- Interview Witnesses: Gather accounts from involved parties.
- Analyze Root Causes: Identify underlying factors.
- Document Findings: Prepare an incident report.
- Management Review: Present findings and recommend actions.
- Implement Changes: Monitor progress and update policies.

Management will ensure that all workplace violence policies and procedures within this written plan are clearly communicated and understood by all employees. Managers and supervisors will enforce the rules fairly and uniformly.

All employees will follow all workplace violence prevention plan directives, policies, and procedures, and assist in maintaining a safe work environment.

Purpose: The WVPP aims to respond swiftly to workplace violence incidents. It complements existing anti-violence policies.

Requirements: California Senate Bill 553 mandates pre- and post-violent incident activities.

Elements:

- **Education and Training:** Regularly educate employees on recognizing violent incidents.
- **Communication:** Maintain ongoing communication about workplace violence.
- **Incident Reporting:** Encourage prompt reporting of incidents.
- **Violent Incident Report:** Supervisors complete a report after an incident.
- **Incident Investigation:** Departmental personnel officers investigate incidents.
- **Violent Incident Log:** Maintain a log to track incidents.

- **Issue Identification and Hazard Correction:** Continuously evaluate incidents and take corrective actions.

Existing Policy Prohibiting Employee Violence:

- The organization maintains a zero-tolerance policy for workplace violence.
- Employees are prohibited from possessing weapons on the job, except when required for official duties.

Employee Responsibilities:

- Compliance: All employees must follow WVPP directives, policies, and procedures.
- Assistance: Employees play an active role in maintaining a safe work environment.

The plan shall be always in effect and in all work areas and be specific to the hazards and corrective measures for each work area and operation.

C. EMPLOYEE COMPLIANCE

Our system to ensure that employees comply with the rules and work practices that are designed to make the workplace more secure, and do not engage in threats or physical actions which create a security hazard for others in the workplace, include at a minimum:

- Training employees, supervisors, and managers in the provisions of Renoir Staffing LLC Workplace Violence Prevention Plan (WVPP)
 - Effective procedures to ensure that supervisory and nonsupervisory employees comply with the WVPP. Communication and Training:
 - Regular training sessions on workplace violence prevention.
 - Written materials outlining WVPP requirements.
 - Supervisor Accountability:
 - Specific training for supervisors.
 - Prompt reporting by supervisors.
 - Employee Acknowledgment:
 - Signed acknowledgment forms.
 - Annual reviews to reinforce WVPP.
 - Audits and Inspections:
 - Regular audits of compliance.
 - Corrective actions when needed.
 - Performance Evaluations:
 - Include WVPP compliance.
 - Recognize compliant employees.
 - Feedback and Dialogue:
 - Anonymous surveys and open discussions.
- Provide retraining to employees whose safety performance is deficient with the WVPP.

- Recognizing employees who demonstrate safe work practices that promote the WVPP in the workplace by Acknowledging employees via email and social media.
- Discipline employees for failure to comply with the WVPP. (You can either refer to Renoir Staffing LLC Temporary Employee Handbook on the discipline process.)

D. COMMUNICATION WITH EMPLOYEES

We recognize that open, two-way communication between our management team, staff, and other employees about workplace violence issues is essential to a safe and productive workplace. The following communication system is designed to facilitate a continuous flow of workplace violence prevention information between management and staff in a form that is readily understandable by all employees, and consists of one or more of the following:

- New employee orientation includes workplace violence prevention policies and procedures.
- Workplace violence prevention training programs.
- Regularly scheduled meetings that address security issues and potential workplace violence hazards
- Effective communication between employees and supervisors about workplace violence prevention and violence concerns.
- Renoir Staff will send reminders via text messages and email messages.
- Posted or distributed workplace violence prevention information.
- How employees can report a violent incident, threat, or other workplace violence concern to employer or law enforcement without fear of reprisal or adverse action.
 - Employees can anonymously report a violent incident, threat, or other violence concerns.
 - Provide contact information for who to call for emergency response; Employees can contact any Renoir Staff member to report an incident. Or they can report via email to support@renoirstaffing.com or call (866) 672-3709.
- Employees will not be prevented from accessing their mobile or other communication devices to seek emergency assistance, assess the safety of a situation, or communicate with a person to verify their safety. Employees' concerns will be investigated in a timely manner, and they will be informed of the results of the investigation and any corrective actions to be taken.
- Methods of effective communication;

Updates on the status of investigations and corrective actions are provided to employees through email and at safety meetings. These updates could include information about the progress of investigations, the results of investigations, and any corrective actions taken.

Sharing training materials and incident reports with other employers to ensure a coordinated response to any incidents. This could involve sending copies of training materials and incident reports to other employers.

E. COORDINATION WITH OTHER EMPLOYERS

Renoir Staffing LLC will implement the following effective procedures to coordinate implementation of its plan with other employers to ensure that those employers and employees understand their respective roles, as provided in the plan.

- All employees will be trained in workplace violence prevention.
- Workplace violence incidents involving any employee are reported, investigated, and recorded.
- At a multiemployer worksite, Renoir Staffing LLC will ensure that if its employees experience workplace violence incident that Renoir Staffing LLC will record the information in a violent incident log and shall also provide a copy of that log to controlling employer.

F. WORKPLACE VIOLENCE INCIDENT REPORTING PROCEDURE

Renoir Staffing LLC will implement the following effective procedures to ensure that:

- All threats or acts of workplace violence are reported to an employee's supervisor or manager, who will inform the WVPP administrator. This will be accomplished by phone, email, text, or letter. If that's not possible, employees will report incidents directly to the WVPP administrator, Anne Sparks, Director of Corporate Affairs.
- Employees can report incidents to their supervisor, HR, or through an anonymous hotline. The hotline could be a dedicated phone number or an online form.
 - Workplace Violence Reporting Hotline: 866.672.3709 – support@renoirstaffing.com or ask for the Workplace Violence Form

A strict non-retaliation policy is in place, and any instances of retaliation are dealt with swiftly and decisively.

G. EMERGENCY RESPONSE PROCEDURES

Renoir Staffing LLC has, in place, the following specific measures to manage actual or potential workplace violence emergencies:

- Effective means to alert employees of the presence, location, and nature of workplace violence emergencies by the following:
 - Phone, text and email messages will be utilized if appropriate for the situation.
 - If available Renoir will request our clients utilize their Alarm systems and PA announcements to alert employees of emergencies.
- Renoir Staffing LLC will have evacuation:
 - **Exit Routes:**
 - Identify primary and secondary exit routes in the workplace.
 - Ensure exits are unobstructed and clearly marked.
 - Exit doors must remain unlocked from the inside.
 - **Emergency Evacuation:**
 - Employees can use mobile devices to seek emergency assistance.
 - Assess safety and choose the nearest exit.
 - Exit routes must accommodate the maximum occupant load.
 - **Retreat Procedures:**
 - In crisis situations, prioritize safety over belongings.
 - Follow designated exit routes to reach a safe area.
 - Assist colleagues with special needs (e.g., allergies, disabilities).
 - **Employee Training:**
 - Conduct regular drills to practice evacuation and retreat.
 - Educate employees on exit locations and procedures.
 - How to obtain help from staff, security personnel, or law enforcement.
 - Ask the location who should be contacted in case of emergency or call 911.

H. WORKPLACE VIOLENCE HAZARD IDENTIFICATION AND EVALUATION

The following policies and procedures are established and required to be conducted by Renoir Staffing LLC to ensure that workplace violence hazards are identified and evaluated:

- Inspections shall be conducted when the plan is first established, after each workplace violence incident, and whenever the employer is made aware of a new or previously unrecognized hazard.
 - Review all submitted/reported concerns of potential hazards:

- **Periodic Inspections**

- Periodic inspections of workplace violence hazards will identify unsafe conditions and work practices. This may require assessment for more than one type of workplace violence. Periodic Inspections shall be conducted.
- Periodic inspections to identify and evaluate workplace violence and hazards will be performed by the following designated personnel in the following areas of the workplace:
- Inspections for workplace violence hazards include assessing:
 - The exterior and interior of the workplace for its attractiveness to robbers.
 - The need for violence surveillance measures, such as mirrors and cameras.
 - Procedures for employee response during a robbery or other criminal act, including our policy prohibiting employees, who are not security guards, from confronting violent persons or persons committing a criminal act.
 - Procedures for reporting suspicious persons or activities.
 - Effective location and functioning of emergency buttons and alarms.
 - Posting of emergency telephone numbers for law enforcement, fire, and medical services.
 - Whether employees have access to a telephone with an outside line.
 - Whether employees have effective escape routes from the workplace.
 - Whether employees have a designated safe area where they can go to in an emergency.
 - Adequacy of workplace security systems, such as door locks, entry codes or badge readers, security windows, physical barriers, and restraint systems.
 - Frequency and severity of threatening or hostile situations that may lead to violent acts by persons who are service recipients of our establishment.
 - Effectiveness of systems and procedures that warn others of actual or potential workplace violence danger or that summon assistance, e.g., alarms or panic buttons.
 - The use of work practices such as the "buddy" system for specified emergency events.
 - The availability of employee escape routes.
 - How well our establishment's management and employees communicate with each other.
 - Access to and freedom of movement within the workplace by non-employees, including recently discharged employees or persons with whom one of our employees is having a dispute.
 - Frequency and severity of employees' reports of threats of physical or verbal abuse by managers, supervisors, or other employees.
 - Any prior violent acts, threats of physical violence, verbal abuse, property damage or other signs of strain or pressure in the workplace.

I. **WORKPLACE VIOLENCE HAZARD CORRECTION**

Workplace violence hazards will be evaluated and corrected in a timely manner. Renoir Staffing LLC will implement the following effective procedures to correct workplace violence hazards that are identified:

- If an imminent workplace violence hazard exists that cannot be immediately abated without endangering employee(s) , all exposed employee(s) will be removed from the situation except those necessary to correct the existing condition. Employees that need to correct the hazardous condition will be provided with the necessary protection.
- All corrective actions taken will be documented and dated on the Workplace Violence Incident Log Form.
 - Corrective measures for workplace violence hazards will be specific to a given work area.
 - Make the workplace unattractive to robbers by:
 - Improve lighting around and at the workplace.
 - Post of signs notifying the public that limited cash is kept on the premises and that cameras are monitoring the facility.
 - Utilize surveillance measures, such as cameras and mirrors, to provide information as to what is going on outside and inside the workplace and to dissuade criminal activity.
 - Hire security guards and have them patrol the workplace interior and perimeter.
 - Install security surveillance cameras in and around the workplace.
 - Provide workplace violence systems, such as door locks, violence windows, physical barriers, emergency alarms and restraint systems by:
 - Ensure the adequacy of workplace violence systems.
 - Post emergency telephone numbers for law enforcement, fire, and medical services.
 - Control, access to, and freedom of movement within, the workplace by non-employees, include recently discharged employees or persons with whom one of our employees is having a dispute.
 - Install effective systems to warn others of a violent danger or to summon assistance, e.g., alarms or panic buttons.
 - Ensure employees have access to a telephone with an outside line. Provide employee training/re-training(refreshers) on the WVPP, which could include but not limited to the following:
 - Recognizing and handling threatening or hostile situations that may lead to violent acts by persons who are service recipients of our establishment.
 - Ensure that all reports of violent acts, threats of physical violence, verbal abuse, property damage or other signs of strain or pressure in the workplace are handled effectively by management and that the person making the report is not subject to retaliation by the person making the threat.
 - Improve how well our establishment's management and employees communicate with each other.
 - Procedures for reporting suspicious persons, activities, and packages.

- Provide/review employee, supervisor, and management training on emergency action procedures.
- Ensure adequate employee escape routes.
- Increase awareness by employees, supervisors, and managers of the warning signs of potential workplace violence. [Provide procedures on how to will be accomplished]
- Ensure that employee disciplinary and discharge procedures address the potential for workplace violence. [Provide procedures on how to will be accomplished]
- Establish a policy for prohibited practices [describe what those are, such as a no-weapons policy.
- Limit the amount of cash on hand and use time access safes for large bills.
- Provide procedures for a "buddy" system for specified emergency events.

J. PROCEDURES FOR POST INCIDENT RESPONSE AND INVESTIGATION

After a workplace incident, the WVPP administrator or their designee will implement the following post-incident procedures:

- Visit the scene of an incident as soon as safe and practicable.
- Interview involved parties, such as employees, witnesses, law enforcement, and/or security personnel.
- Review security footage of existing security cameras if applicable.
- Examen the workplace for security risk factors associated with the incident, including any previous reports of inappropriate behavior by the perpetrator.
- Determine the cause of the incident.
- Take corrective action to prevent similar incidents from occurring.
- Record the findings and ensure corrective actions are taken.
- Obtain any reports completed by law enforcement.
- The violent incident log will be used for every workplace violence incident and will include information, such as:
 - The date, time, and location of the incident.
 - The workplace violence type or types involved in the incident.
 - A detailed description of the incident.
 - A classification of who committed the violence, including whether the perpetrator was a client or customer, family or friend of a client or customer, stranger with criminal intent, coworker, supervisor or manager, partner or spouse, parent or relative, or other perpetrator.
 - A classification of circumstances at the time of the incident, including, but not limited to, whether the employee was completing usual job duties, working in poorly lit areas,

rushed, working during a low staffing level, isolated or alone, unable to get help or assistance, working in a community setting, or working in an unfamiliar or new location.

- A classification of where the incident occurred, such as in the workplace, parking lot or other area outside the workplace, or other area.
- The type of incident, including, but not limited to, whether it involved any of the following:
 - Physical attack without a weapon, including, but not limited to, biting, choking, grabbing, hair pulling, kicking, punching, slapping, pushing, pulling, scratching, or spitting.
 - Attack with a weapon or object, including, but not limited to, a firearm, knife, or other object.
 - Threat of physical force or threat of the use of a weapon or other object.
 - Sexual assault or threat, including, but not limited to, rape, attempted rape, physical display, or unwanted verbal or physical sexual contact.
 - Animal attack
 - Other
- Consequences of the incident, including, but not limited to:
 - Whether security or law enforcement was contacted and their response.
 - Actions taken to protect employees from a continuing threat or from any other hazards identified because of the incident.
 - Information about the person completing the log, including their name, job title, and the date completed.
- Reviewing all previous incidents.

Support and resources, such as counseling services, are provided to affected employees. Please visit member.magellanhealthcare.com or 800-424-4039 for support and resources.

Ensure that no personal identifying information is recorded or documented in the written investigation report. This includes information which would reveal identification of any person involved in a violent incident, such as the person's name, address, electronic mail address, telephone number, social security number, or other information that, alone or in combination with other publicly available information, reveals the person's identity.

K. TRAINING AND INSTRUCTION

All employees, including managers and supervisors, will have training and instruction on general and job-specific workplace violence practices. These sessions could involve presentations, discussions, and practical exercises. Training and instruction will be provided as follows:

- When the WVPP is first established.
- Annually to ensure all employees understand and comply with the plan.
- Whenever a new or previously unrecognized workplace violence hazard has been identified and when changes are made to the plan. The additional training may be limited to addressing the new workplace violence hazard or changes to the plan.

Renoir Staffing LLC will provide its employees with training and instruction on the definitions found on page 1 of this plan and the requirements listed below:

- The employer's WVPP, how to obtain a copy of the employer's plan at no cost, and how to participate in development and implementation of the employer's plan.
- How to report workplace violence incidents or concerns to the employer or law enforcement without fear of reprisal.
- Workplace violence hazards specific to the employees' jobs, the corrective measures Renoir Staffing LLC has implemented, how to seek assistance to prevent or respond to violence, and strategies to avoid physical harm.
- The violent incident log and how to obtain copies of records pertaining to hazard identification, evaluation and correction, training records, and violent incident logs.
- Strategies to avoid/prevent workplace violence and physical harm, such as:
 - How to recognize workplace violence hazards including the risk factors associated with the four types of workplace violence.
 - Ways to defuse hostile or threatening situations.
 - How to recognize alerts, alarms, or other warnings about emergency conditions and how to use identified escape routes or locations for sheltering.
 - Employee routes of escape.
 - Emergency medical care provided in the event of any violent act upon an employee.
 - Post-event trauma counseling for employees desiring such assistance.

Note: *Employers must use training material appropriate in content and vocabulary to the educational level, literacy, and language of employees.*

L. EMPLOYEE ACCESS TO THE WRITTEN WVPP

Renoir Staffing LLC ensures that the WVPP plan shall be in writing and shall be available and easily accessible to employees, authorized employee representatives, and representatives of Cal/OSHA always. This will be accomplished by [Describe how this will be accomplished.

- Whenever an employee or designated representative requests a copy of the written WVPP, we will provide the requester with a printed copy of the WVPP, unless the employee or designated representative agrees to receive an electronic copy.

We will provide unobstructed access through a company server or website, which allows an employee to review, print, and email the current version of the written WVPP. Unobstructed access means that the employee, as part of their regular work duties, predictably and routinely uses the electronic means to communicate with management or co-employees.

M. RECORDKEEPING

Renoir Staffing LLC will:

- Create and maintain records of workplace violence hazard identification, evaluation, and correction, for a minimum of five (5) years.
- Create and maintain training records for a minimum of one (1) year and include the following:
 - Training dates.
 - Contents or a summary of the training sessions.
 - Names and qualifications of persons conducting the training.
 - Names and job titles of all persons attending the training sessions.
- Maintain violent incident logs for minimum of five (5) years.
- Maintain records of workplace violence incident investigations for a minimum of five (5) years.

The records shall not contain medical information per subdivision (j) of section 56.05 of the Civil Code.

All records of workplace violence hazard identification, evaluation, and correction; training, incident logs and workplace violence incident investigations required by LC section 6401.9(f), shall be made available to Cal/OSHA upon request for examination and copying.

N. EMPLOYEE ACCESS TO RECORDS

The following records shall be made available to employees and their representatives, upon request and without cost, for examination and copying within fifteen calendar days of a request:

- Records of workplace violence hazard identification, evaluation, and correction.
- Training records.
- Violent incident logs.

O. REVIEW AND REVISION OF THE WVPP

The Renoir Staffing LLC WVPP will be reviewed for effectiveness:

- At least annually.
- When a deficiency is observed or becomes apparent.
- After a workplace violence incident.
- As needed.

Review and revision of the WVPP will include the procedures listed in the EMPLOYEE ACTIVE INVOLVEMENT section of this WVPP, as well as the following procedures to obtain the active involvement of employees and authorized employee representatives in reviewing the plan’s effectiveness.

- Review of Renoir Staffing LLC’s WVPP should include, but is not limited to:
 - Review of incident investigations and the violent incident log.
 - Assessment of the effectiveness of security systems, including alarms, emergency response, and security personnel availability (if applicable).
 - Review that violence risks are being properly identified, evaluated, and corrected. Any necessary revisions are made promptly and communicated to all employees. [Note: These revisions could involve changes to procedures, updates to contact information, and additions to training materials.]

P. EMPLOYER REPORTING RESPONSIBILITIES

As required by California Code of Regulations (CCR), Title 8, Section 342(a). Reporting Work-Connected Fatalities and Serious Injuries, Renoir Staffing LLC will immediately report to Cal/OSHA any serious injury or illness (as defined by CCR, Title 8, Section 330(h)), or death (including any due to Workplace Violence) of an employee occurring in a place of employment or in connection with any employment.

I, Anne Sparks , Director of Corporate Affairs of Renoir Staffing LLC, hereby authorize and ensure, the establishment, implementation, and maintenance of this written workplace violence prevention plan and the documents/forms within this written plan. I am committed to ensuring the safety and well-being of our employees and believe that these policies and procedures will help us achieve that goal.

Anne Sparks, Director of Corporate Affairs



Signature

04/01/2024

Date

Please contact Renoir Staffing for any questions or feedback.

I have read and understood the above policy.

Initial