

Workplace Violence Prevention Plan

Attention: Staff, Other Employers and their Employees



Sacramento City Unified School District takes maintaining a safe work environment and workplace violence prevention seriously.

Without fear of reprisal, district employees, other employers and their employees are to log/report violent incidents, threats, or other workplace violence concerns to the district contact below or law enforcement. When applicable per SB 553, the district is sharing information with other employers and their employees. Other employers and their employees' respective roles include participation in the Workplace Violence Prevention Plan for reporting, investigation and recording incidents.

In an emergency, call 9-1-1.

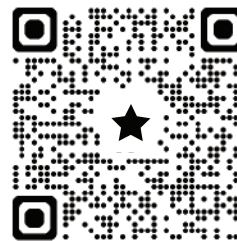
To report a homicidal threat to law enforcement (per SB 553), contact:

Law Enforcement Dept/Name: Sacramento Police Dept

Phone Number: 916-264-5471 Sacramento Police Department

916-874-5115 Sacramento County Sheriff Department

To log workplace violence, scan the QR code:



What is workplace violence?

"Threat of violence" means 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" means 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:

(i) 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.

(iii) The following four workplace violence types:

(I) "Type 1 violence," which means workplace violence committed by a person who has no legitimate business at the worksite, and includes violent acts of anyone who enters the workplace or approaches workers with the intent to commit a crime.

(II) "Type 2 violence," which means workplace violence directed at employees by customers, clients, patients, students, inmates, or visitors.

(III) "Type 3 violence," which means workplace violence against an employee by a present or former employee, supervisor, or manager.

(IV) "Type 4 violence," which means workplace violence committed in the workplace by a person who does no work there, but has or is known to have had personal relationship with an employee.

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

A complete copy of the Workplace Violence Prevention Plan is located in the main office of each district location next to Injury and Illness Prevention Program (IIPP)