July 1, 2024

We are pleased to announce the implementation of our new Workplace Violence Prevention Program in compliance with SB 553, effective as of **July 1, 2024.** This initiative reflects our commitment to ensuring a safe and supportive work environment for all employees.

Key Points You Need to Know

1. **Workplace Violence Prevention Program**: The program is designed to identify, prevent, and address workplace violence. It includes measures such as risk assessment, incident response, and post-incident evaluations.
2. **Reporting Workplace Violence**: If you experience or witness any form of workplace violence, please report it immediately. You can do this by:
    a. Contacting your supervisor or manager directly.
    b. Reporting to the Human Resources (HR) office.
3. **Access to the Written Program and Violence Logs**: To request a copy of the detailed written program or the Workplace Violence Log, contact the HR office.
4. **Training Sessions**: To ensure compliance with the annual training requirements mandated by SB 553, we will be conducting training sessions in the near future. These sessions are designed to equip you with the knowledge and skills to prevent and respond to workplace violence effectively.
5. **Report Incidents Promptly**: Use the reporting channels mentioned above to report any instances of workplace violence.

Your safety and well-being are our top priorities. We are committed to creating a work environment where everyone feels secure and respected. Thank you for your cooperation and support in this important initiative. The Cal/OSHA fact sheet covering the requirements set by SB 553 is attached.

If you have any questions or need further information, please do not hesitate to contact the HR or Safety Teams.

Sincerely,



Oscar Cervantes, CSP
Sr. Director, EHS

Proud to be an Employee Owned Family Farm

1 de julio de 2024

Nos complace anunciar la implementación de nuestro nuevo Programa de Prevención de la Violencia en el Lugar de Trabajo de conformidad con la SB 553, vigente a partir del **1 de julio de 2024**. Esta iniciativa refleja nuestro compromiso de garantizar un entorno de trabajo seguro y de apoyo para todos los empleados.

Puntos Importante Que Necesita Saber

1. **Programa de Prevención de la Violencia en el Lugar de Trabajo:** El programa está diseñado para identificar, prevenir y abordar la violencia en el lugar de trabajo. Incluye medidas como evaluación de riesgos, respuesta a incidentes y evaluaciones posteriores al incidente.
2. **Denunciar Violencia en el Lugar de Trabajo:** Si experimenta o es testigo de cualquier forma de violencia en el lugar de trabajo, reporte de inmediato. Puedes reportar por medio de:
    a. Contactando directamente a su supervisor o gerente.
    b. Reportando a la oficina de Recursos Humanos (HR).
3. **Acceso al Programa Escrito y Registros de Violencia:** Para solicitar una copia del programa escrito detallado o el Registro de Violencia en el Trabajo, comuníquese con la oficina de Recursos Humanos.
4. **Sesiones de Capacitación:** Para garantizar el cumplimiento de los requisitos de capacitación anuales exigidos por la SB 553, llevaremos a cabo sesiones de capacitación en el futuro cercano. Estas sesiones están diseñadas para brindarle el conocimiento y las habilidades para prevenir y responder a la violencia en el lugar de trabajo de manera efectiva.
5. **Informe de Incidentes con Prontitud:** Utilice los canales de denuncia mencionados anteriormente para informar cualquier caso de violencia en el lugar de trabajo.

Su seguridad y bienestar son nuestras prioridades. Estamos comprometidos a crear un ambiente de trabajo donde todos se sientan seguros y respetados. Gracias por su cooperación y apoyo en esta importante iniciativa. Se adjunta la hoja informativa de Cal/OSHA que cubre los requisitos establecidos por SB 553.

Si tiene alguna pregunta o necesita más información, contáctese con la oficina de Recursos Humanos o de Seguridad.

Atentamente,

Oscar Cervantes, CSP
Sr. Director, EHS

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California Department of Industrial Relations
Division of Occupational Safety & Health
Publications Unit
SAFETY & HEALTH | FACT SHEET

Workplace Violence Prevention in Agricultural Operations - Information for Workers

All employers are required to have an effective written Injury and Illness Prevention Program (IIPP), as well as other safety & health programs to reduce your risk of exposure to hazards and prevent injuries and illnesses in the workplace. As of July 1, 2024, employers at farms, orchards, vineyards and other agricultural workplaces will also be responsible for establishing, implementing, and maintaining an effective written Workplace Violence Prevention Plan (WVPP).

This worker fact sheet will define workplace violence, explain the four types of workplace violence, identify required WVPP training, recommend how to prevent workplace violence, and list your rights under requirements of the WVPP.

What is workplace violence?

"Workplace violence" means any act of violence or threat of violence that occurs in a place of employment.

What are the four types of workplace violence?

"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 workers 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.



Preventing workplace violence in agricultural settings

Employers are required to provide training to their workers on its WVPP when it is first established, during initial training, and every year after that. Additionally, training is required when a new or previously unrecognized workplace violence hazard is identified or there are changes made to an employer's WVPP.

Workplace violence prevention training should include the following:

- How to involve workers and their representatives in developing and carrying out the WVPP.
- How to get a free copy of the written WVPP.
- How to report workplace violence incidents or concerns to your employer or law enforcement without fear of retaliation.
- What the workplace violence hazards are for the workers' job.
    - How the employer will correct those hazards.
    - How the worker can get help to avoid or respond to violence.
    - Suggestions on how to avoid physical harm.

(continued on next page)

How can workers help prevent workplace violence?

Inform your supervisor if you know of any incidents of workplace violence and/or if you suspect any incidents, which may include:

- Physical or verbal threats against a worker.
- Non-workers or strangers in the workplace who seem like they want to cause harm.
- Rumors of possible workplace violence.
- Arguments or physical fights between coworkers, clients and/or non-workers.

Become familiar with the procedures your employer has written on how to:

- Respond and report actual or potential workplace violence to your employer or law enforcement.
- Request a copy of the WVPP.
- Evacuate or take shelter in case of workplace violence emergencies.
- Avoid physical harm and workplace violence.
- Who to contact for questions and answers about the WVPP.

How does workplace violence prevention affect dual-employers and temporary (staffing) agencies?

If you are a temporary worker, both your staffing agency and the host employer whose workplace you work at are responsible for your safety and health and must protect you against hazards in the workplace. Staffing agencies and the host employer must provide you with workplace protections as required by Cal/OSHA, such as appropriate training and personal protective equipment.



What rights do workers have under the workplace violence prevention plan?

Every worker has the right to:

- Be provided with training that they understand, in the language they understand.
- Obtain a free copy of the WVPP.
- Receive the following types of records related to workplace violence for copying and examination within 15 calendar days of the request:
  - Workplace violence hazard identification and evaluation
  - Training
  - Violent incident logs
  - Incident investigations
- Report a violent incident, threat, or other workplace violence concern to the employer or law enforcement without fear of retaliation.

All workers have a right to a safe and healthful workplace, regardless of immigration status, and may file confidential complaints about workplace safety and health hazards with Cal/OSHA.

For work-related questions or complaints, contact the Cal/OSHA Call Center at 833-579-0927. Bilingual representatives are available to answer your questions.

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