



ATTENTION ALL COUNTY OF TULARE CONTRACTORS AND GRANTEES

Workplace Violence Prevention Policy Notification

For all Contractors and Grantees with employees working on Tulare County Properties

As an extension of our Injury and Illness Prevention Program (IIPP) and Emergency Action Plan (EAP), Tulare County has developed a policy to address the hazards associated with the four major types of workplace violence as outlined by SB 553 and California Labor Code, Chapter 5, Section 3, Subsection 6401.9. As such, Tulare County will notify outside employers who have employees conducting business on Tulare County property of any known workplace violence hazards, behaviors that are prohibited on Tulare County property, and how to report any actual or potential workplace violence incidents.

Per the Tulare County Workplace Violence Policy, the following is prohibited behavior while on County property:

- A. 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;
- B. An incident involving the 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;
- C. 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.

Any person working on County property who receives or learns of any threat or violent act is to report such incident to the employer, who shall report the incident to Tulare County Human Resources and Development at 559-636-4900 or by email at HRD@tularecounty.ca.gov. If an emergency exists and the situation is one of immediate danger, law enforcement should be notified by dialing 911 and whatever emergency steps are available and appropriate should be taken to protect themselves from immediate harm, such as leaving the area.