

WORKPLACE VIOLENCE PREVENTION PLAN

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
Fallbrook Union Elementary School District	Kimberly Ann Huesing Assistant Superintendent, Human Resources	khuesing@fuesd.org 760-731-5402

Section 1: Policy Statement (Effective Date of Program)

The Fallbrook Union Elementary 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 640.9.

DEFINITIONS

A: LC 6401.9 (a)(6) defines "Workplace violence" as follows:

- (A) Any act of violence or threat of violence that occurs in a place of employment.
- (B) "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 or psychological trauma regardless of whether the employee sustains an injury.
 - (ii) 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.
 - (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 by 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 not work there, but has or is known to have had a personal relationship with an employee.

Section II: Responsibility

Kimberly Ann Huesing: Assistant Superintendent, Human Resources

WVPP Responsibilities:

Overall responsibility for the plan and is responsible for employee involvement and training. Dr. Huesing participates in safety meetings, updates training materials, approves the final plan and any significant changes, and is also responsible for coordinating team members' input and ensuring the collection and maintenance of incident logs.

Phone number: 760-731-5400
Email: khuesing@fuesd.org

Bryson Bickler: Director of Facilities, Maintenance, and Operations

WVPP Responsibilities:

Mr. Bickler participates in safety meetings, provides input on training materials, and ensures that workplace violence is reported to Human Resources from the Facilities, M&O Department, and team members.

Phone number: 760-731-5408

Email: bbickler@fuesd.org

Ernie Garcia Hernandez: Custodial Supervisor

WVPP Responsibilities:

Responsible for emergency response, hazard identification, and coordination with other employees; Mr. Hernandez conducts safety inspections, coordinates emergency response procedures, and communicates with other employees about the plan.

Phone number: 760-731-5437

Email: ehernandez@fuesd.org

*In addition to the Asst. Supt of Human Resources, all directors, site principals, classified managers/supervisors are responsible for implementing and maintaining the WVPP in their work areas and answering employee questions about the WVPP.

The Workplace Violence Prevention Plan Committee:

Name:	Kimberly Ann Huesing	Title:	Assistant Superintendent, Human Resources	Phone:	760-731-5402
Name:	Bryson Bickler	Title:	Director, Facilities, Maintenance and Operations	Phone:	760-731-5408
Name:	Leonard Rodriguez	Title:	Senior Director, Student Support Services	Phone:	760-731-5419
Name:	Ernie Garcia Hernandez	Title:	Custodial Supervisor	Phone:	760-731-5452

Section III: Involvement of Staff and Authorized Employee Representatives in Development and Implementation

The Fallbrook Union Elementary School District ensures the following policies and procedures to obtain the active involvement of employees and authorized employee representatives in developing and implementing the WVPP plan:

Management will work with and allow employees and authorized employee representatives to participate in:

- Identifying, evaluating, and determining measures to prevent workplace violence:

*Management will schedule safety meetings or add safety topics to scheduled meetings with employees and their representatives to identify workplace violence-related concerns, evaluate those hazards and concerns, and discuss how to correct them. The meetings may include 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 training materials. For example, an employee might suggest a new training scenario based on a recent incident. Employee completion of training shall be conducted during the contractual day or regular hours of work.

- Reporting and investigating workplace violence incidents:

*Employees are strongly encouraged to report any act of violence at the workplace to their immediate supervisor. Incidents are logged in a confidential document, staff are interviewed, and relevant details are collected concerning location, involved persons, injuries, or equipment.

Management will ensure that all workplace violence policies and procedures within this written plan are clearly communicated and understood by all employees.

All employees will follow all workplace violence prevention plan directives, policies, and procedures and help maintain a safe work environment.

The plan shall be in effect at all times, in all work areas, at all school sites, and be specific to the hazards and corrective measures for each work area.

Section IV: Coordination with Other Employers

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

- Workplace violence incidents involving any outside employee are reported, investigated, and recorded.
- If contracted employees experience workplace violence, the incident will be recorded in the confidential incident log, and a redacted copy will be provided upon request to other employers.

Section V: Compliance

Our system ensures that employees comply with the rules and work practices that are designed to make the workplace 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 Fallbrook Union Elementary School District Workplace Violence Prevention Plan (WVPP).
- Effective procedures to ensure that supervisory and non-supervisory employees comply with the WVPP
- Provide retraining to employees whose safety performance is deficient with the WVPP
- FUESD has a process of working with employees on corrective actions. If an employee is part of a Bargaining Unit, the corrective action will follow the current CBA.

Section VI: Communication, Reporting Workplace Violence, and Response to Investigation

FUESD recognizes that open, two-way communication between management, 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
- Regularly scheduled meetings that address security issues and potential workplace violence hazards. Meetings will be held during the regular work day, or extra hourly pay will be provided to employees.
- Effective communication between employees and supervisors about workplace violence prevention and violence concerns
- Posted or distributed workplace violence prevention information.
- How employees can report a violent incident, threat, or workplace violence concern confidentially to the WVPP Administrator, Asst. Supt. of Human Resources, or report to their direct supervisor.
- 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 promptly. They will be informed of the results of the investigation and the corrective actions, if there are any.

*Updates on the status of investigations and corrective actions will be provided during safety meetings. These updates may include information about the progress of an investigation, the results, and the corrective actions, if any exist.

Section VII: Workplace Violence Response Procedures

FUESD will implement the following effective procedures to ensure that:

- All threats or acts of workplace violence reported confidentially to the WVPP Administrator, Asst. Supt. of Human Resources, or reported to their direct supervisor, will be investigated. Reporting will be accomplished via in-person reporting, phone calls, or email. If it is impossible to connect with the direct supervisor, the employee will report directly to the WVPP administrator. (Listed above: Kimberly Ann Huesing, Assistant Superintendent, Human Resources).
- A strict non-retaliation policy is in place, and any instances of retaliation are dealt with swiftly and decisively. In accordance with the CBA, an employee who retaliates against a coworker for reporting an incident may receive employee discipline up to and including dismissal.

FUESD has in place the following specific measures to handle actual or potential workplace violence emergencies:

- Effective means to alert employees of the presence, location, and nature of workplace violence emergencies by the following methods

*Alarm systems and PA announcements will be used; email, text message, or automated calls are other viable options

- FUESD will have evacuation or shelter-in-place plans available to be activated depending upon the type or location of an actual emergency

- Report student or dangerous person emergencies to the site principal or 911 immediately and follow up with the Senior Director of Student Services
- All immediate physical, in-person, or potential violence emergencies must be reported to site principals, direct supervisors, HR, and/or 911, whichever is the most expedient and appropriate
- Staff is to report suspicious packages, persons, or activities in the school or site vicinity to their immediate supervisor.
- Human resources or appropriate designee shall record and investigate all reported incidents.

Section VIII: Identify, Evaluate, and Correct Workplace Violence

The following policies and procedures are established and required to be conducted by the Fallbrook Union Elementary School District to ensure that workplace violence hazards are identified and evaluated:

- An investigation will be completed after each workplace violence incident and whenever FUESD is made aware of a hazard. Employees can report incidents to their principal, supervisor, or directly to the WVPP administrator.

Investigations for workplace violence hazards include but are not limited to assessing:

- The exterior and interior of the school site for potential breaches by intruders/thieves.
- Procedures for reporting suspicious persons or activities to the site administrator.
- Access by employees to telephone (VOIP) lines.
- Effective escape or evacuation routes from classrooms or the campus.
- Designated reunification areas / safe areas where staff can go during an emergency.
- Existence of adequate security systems, door locks, entry codes, badge requirements, security windows, and fences.
- Frequency and severity of threatening or hostile situations that may lead to violent acts by persons who visit our schools.
- Efficacy of communication plans.
- Frequency or severity of employees' reports of threats of physical or verbal abuse by employees, managers, or visitors.

Section IX: Post Workplace Violence Response and Investigation

Workplace violence reports will be investigated and corrected promptly. The Fallbrook Union Elementary School District 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 except those necessary to correct the existing condition.
- All corrective actions taken will be documented.

- Corrective measures for workplace violence hazards will be specific to a given work area. For example, lighting may be improved, signage may be increased, door locks may be updated, security alarms may be upgraded, surveillance cameras may be increased, and training may be offered.

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

- Visit the site as soon as safe and practicable.
- Interview involved parties, such as employees, witnesses, and law enforcement.
- Review security footage if it exists.
- 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.
- Record information in the violent incident log with the following:
 - Date, time, location
 - The workplace violence type/types involved
 - A classification of who committed the violence, including whether the perpetrator was a staff member, student, community member, etc.
 - A classification of circumstances at the time of the incident with all ensuing details
 - A classification of where the incident occurred
 - The type of incident, including, but not limited to, whether it involved any of the following:
 - Physical Attack
 - Attack with a weapon, 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
 - Include the consequences of the incident, including, but not limited to:
 - Whether law enforcement was contacted and their response
 - Actions taken to protect employees from a continuing threat or other hazards identified as a result of the incident
 - Information about the person completing the log, including their name, job title, and the date completed
 - Review of all previous incidents in the same location or the same personnel

Ensure that no personally identifiable information is recorded or documented in the written investigation report. This includes information that would reveal the 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.

Section X: Periodic Review and Revision of Workplace Violence Prevention Plan

The Fallbrook Union Elementary School District WVPP will be reviewed for effectiveness by the WVPP administrator and authorized employee representatives:

- 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 aspects included in the Employee Active Involvement section of this plan.

Review of the plan may include:

- Review of the incident log
- Review of mitigation/resolution of incidents, if any

Section XI: Training

FUESD will make the WVPP available to employees and inform employees of their responsibilities to comply with work practices that are designed to make the workplace more secure and not engage in threats that create injury or psychological trauma for others. FUESD will offer the following during the contractual day or normal work hours:

- Training of employees on the existence of and responsibilities of the WVPP for FUESD
- Modeling and expectations of effective procedures to ensure supervisors and all employees comply with the WVPP
- Provide additional training or assistance to employees whose safety performance is deficient

FUESD recognizes that open communication between management teams, staff, and contracted employees about workplace violence issues is essential to a safe and productive workplace. We will implement the following communication plan to facilitate a continuous flow of information:

- New employees will receive information about the WVPP
- WVPP information will be shared in regularly scheduled safety committee meetings
- The WVPP will be posted on the district website, on the Human Resources Tab, and available to employees
- Employees will be trained on how to report incidents appropriately
- Contracted employees will have the same opportunities to communicate potential WVPP

Section XII: Recordkeeping

FUESD will record reported incidents and maintain records in the Human Resources Department on the WVPP Incident Log.

Information that is recorded will be based on the following:

- Information provided by the employees who experienced the incident of violence
- Witness statements
- Location, nature of threat, details
- All other investigation findings
- Names

- Contact information: Email and Phone
- Whether or not law enforcement was contacted
- Injuries/if any
- Was Cal/OSHA engaged