



LMSV Workplace Violence Prevention Plan

California SB 553 Compliance



Let's Talk About Safety (Not Just Rules)

- This is about *your* safety and peace of mind.
- We're required by SB 553 to have a Workplace Violence Prevention Plan.
- But this is about more than compliance—it's about care.



What Is SB 553?

- Amends California Labor Code (Section 6401.9).
- Requires all employers—including schools—to create and maintain a WVPP.
- Applies to everyone: teachers, aides, office staff, custodians, admin, substitutes.



What Counts as Workplace Violence?

- **Type 1:** Stranger violence (e.g., intruder)
- **Type 2:** Client/customer (e.g., student or parent)
- **Type 3:** Worker-on-worker
- **Type 4:** Personal/domestic spillover
- Includes threats, verbal abuse, intimidation, harassment, physical assault, stalking



SB 553 Requirements

- Written plan updated annually.
- Clear employee involvement and training.
- Process for reporting incidents.
- Emergency response & post-incident actions.
- Log of all incidents (names redacted).
- Plan must be accessible during work hours.



What's In *Our* WVPP?

- How to recognize early warning signs.
- What to do in escalating situations.
- Where and how to report.
- Who supports you after incidents.
- Plan developed with staff input.



School-Based Examples

- Angry parent yelling in the office = Type 2
- Student threatens harm to staff = Type 2
- Staff member makes violent jokes = Type 3
- Ex shows up to confront someone = Type 4
- All require documentation and follow-up



How to Report (Without Fear)

- Our form can be found on the district website in the HR section.
- Can be anonymous.
- No retaliation permitted (protected by law).
- We investigate, respond, and document every case.



What Happens Next

- Admin/HR assess the situation.
- Incident is entered into our confidential log.
- You receive follow-up and support.
- Corrective actions and prevention steps are taken.



Required Training

- Initial training + annual refreshers.
- What to watch for, how to respond, how to report.
- Includes de-escalation techniques and emergency response.
- This training is part of that requirement.



What You Can Do

- Take all threats seriously.
- Trust your instincts and report concerns.
- Know and use our WVPP.
- Speak up, ask questions, offer feedback.



Where to Find the Plan

- The plan can be found on the district website in the HR section.
- Always accessible during your work hours.



Final Message

- SB 553 is about being ready, not afraid.
- Violence is never "just part of the job."
- Together, we create a culture of safety, care, and respect.



Questions + Contact Info

- Your WVPP questions are always welcome.
- Contact: Meg Jacobsen - email or by phone