

§ 3203. Injury and Illness Prevention Program	§ 3342. Violence Prevention in Health Care	§3343. Workplace Violence Prevention in general industry DRAFT
(a) Covers “every employer”	(a) Scope and Application – certain health care facilities, services, and operations	(a) Scope and Application – all employers except the facilities covered by 3342, the State of California health care facilities expressly exempted from 3342, and certain law enforcement agencies
	(b) Definitions	(b) Definitions
	Injury not defined except in subsection (g), Reporting Requirements for Hospitals	Injury defined by referring to Log 300 requirements in section 14300.7(b)(1)
(a) Elements of an IIPP	(c) Workplace Violence Prevention Plan – Available to employees at all times	(c) Workplace Violence Prevention Plan – Available to employees at all times
(1) Persons responsible for implementing the Program	(1) Persons responsible for implementing the Plan	(1) Persons responsible for implementing the Plan
	(2) Procedures to obtain involvement of employees and representatives in developing, implementing, reviewing Plan	(2) Procedures to obtain involvement of employees and representatives in developing, implementing, reviewing Plan
	(3) Methods the employer will use to coordinate implementation of the Plan with other employers	(3) Methods the employer will use to coordinate implementation of the Plan with other employers, where applicable
	(4) Procedures for obtaining assistance from law enforcement	
(3) System for communicating with employees regarding OSH matters without fear of reprisal	(5) Procedures for accepting and responding to reports of workplace violence, and prohibiting retaliation against employees.	(4) Procedures for accepting and responding to reports of workplace violence, and prohibiting retaliation against employees
(2) System for ensuring employees comply with safe and healthy work practices	(6) Procedures to ensure employees comply with Plan	(5) Procedures to ensure employees comply with Plan
(3) System for communicating with employees regarding OSH matters without fear of reprisal	(7) Procedures to communicate with employees regarding workplace violence matters without fear of reprisal	(6) Procedures to communicate with employees regarding workplace violence matters without fear of reprisal
(7) Provide training and instruction	(8) Procedures to develop and provide the training	(7) Procedures to develop and provide the training

(4) Procedures for identifying and evaluating workplace hazards	(9) Procedures to identify and evaluate environmental risk factors	(8) Procedures to identify and evaluate WPV hazards
	(10) Procedures to identify and evaluate patient-specific risk factors and assess visitors or other persons who are not employees	
(6) Procedures for correcting unsafe or unhealthy conditions in a timely manner	(11) Procedures to correct workplace violence hazards in a timely manner. Includes emergency procedures	(9) Procedures to correct workplace violence hazards in a timely manner. Includes emergency procedures
(5) Procedure to investigate occupational injury or illness	(12) Procedures for post-incident response and investigation	(10) Procedures for post-injury response and investigation
	(d) Violent Incident log	
	(e) Review of the Workplace Violence Prevention Plan	
(7) Provide training and instruction	(f) Training – Highly prescriptive	(d) Training – Less prescriptive than 3342; training material appropriate in content and vocabulary to the educational level, literacy, and language of employees
	(g) Reporting Requirements for Hospitals	
(b) Records of steps taken to implement and maintain the IIPP	(h) Recordkeeping	(h) Recordkeeping
(1) Records of scheduled and periodic inspections – 1 year	(1) Records of workplace violence hazard identification, evaluation, and correction – 1 year	(1) Records of workplace violence hazard identification, evaluation, and correction – 1 year
(2) Training records – 1 year	(2) Training records – 1 year	(2) Training records – 1 year
	(3) Records of violent incidents - violent incident logs, reports to DOSH, workplace violence injury [sic] investigations required by (c)(12) – 5 year	(3) Records of workplace violence injury investigations required by (c)(9) – 5 years
(c) Employers who use a labor/management safety and health committee are presumed to be in compliance with (a)(3) if the committee meets certain criteria		