From: A Garcia
To: DIR RS
Cc: Recinos, Clare
Subject: SB 553 - Revised Draft Standard
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Dear Director and Senator Cortese,

Request to Strengthen California's SB 553 Workplace Violence Framework: Domestic Violence Prevention, Specialized Training, and Survivor-Centered Response

We are writing to respectfully urge the California Department of Industrial Relations, Cal/OSHA, and Senator Cortese's office to strengthen the current Workplace Violence Prevention framework under SB 553 by addressing a critical gap:

California already expects its **law enforcement** professionals to receive **specialized training** because **domestic violence** requires **specialized knowledge.**

We believe the same principle should apply to workplace violence prevention.

Domestic violence (Type 4) is a CLASSIFICATION recognized as workplace violence, but **domestic violence PREVENTION is not adequately addressed in the prevention strategy.**

Our Request

We respectfully request that DIR/Cal-OSHA and Senator Cortese's office:

1. **Explicitly address domestic violence prevention within the final SB 553 general-industry regulatory framework and accompanying guidance.**
2. **Develop domestic-violence-specific guidance for Type 4 workplace violence.**
3. **Establish role-appropriate domestic violence training expectations for personnel responsible for implementing workplace violence prevention programs.**
4. **Recognize qualified third-party domestic violence organizations as specialized resources employers should identify and incorporate into their prevention and response infrastructure.**
5. **Strengthen the emphasis on prevention and early intervention rather than relying primarily upon post-incident response.**
6. **Provide clear guidance for the coordination of HR, Security, management, EAPs, DV organizations, and law enforcement.**
7. **Ensure that survivors are treated as people requiring protection and specialized support, rather than simply as the subject of a workplace incident report.**

Domestic violence does not begin when the perpetrator walks through the workplace door. By the time that happens, there may have been months or years of warning signs. (same as someone who robbed a store - they didn't start there)

The workplace may be the first place where someone finally tells another person: **"I'm afraid."**

That moment is not merely an HR conversation; it's a prevention opportunity.

That would be the moment the workplace can help interrupt an escalating pattern before someone is injured or killed.

California already expects its law enforcement professionals to receive specialized training because domestic violence requires specialized knowledge.

We believe the same principle should apply to workplace violence prevention.

Prevention requires preparation. California has already built the foundation.

Now we are respectfully asking you to help build the missing bridge between **workplace violence compliance and domestic violence prevention.**

Best wishes,

A. Garcia

Founder & Executive Director

Confronting Domestic Violence, Inc.

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