

**From:** Dr. Jim Cawood <jcawood@factorone.com>  
**Sent:** Saturday, October 27, 2018 8:09 AM  
**To:** Graulich, Kevin@DIR  
**Subject:** October 24th 2018 Workplace Violence Draft  
**Attachments:** ASIS SHRM WVPI American STD 2.0.pdf

Mr. Graulich,

I have some questions on this draft. 1) There is no mention how the "investigations" (assessments) into this incidents will occur- is that intentional? There is an existing ANSI standard that provides some detail on this, which I am confident you have seen, though I have attached just in case you have not. I am part of the new national working group is also revising this standard, but this is much more comprehensive and already has been used in litigation in CA. 2) No mention of specific training for managers/supervisors and their special role as conduits of reports or training of a multi-disciplinary team for companies of 100 or more employees- which is unusual, as that methodology has been standard in the US for more than two decades. Why was that training not specified? 3) The use of the incident log is a helpful choice to require- but given case management information that will have to be maintained for legal reasons- is this meant for regulators to review or for internal persons to be able to access?

Thank you for your consideration of my questions.

Best,

Jim

--

James S. Cawood, PhD, CPP, CTM  
President  
Factor One®  
P.O. Box 1772  
San Leandro, CA 94577  
Phone: 510.352.8660

This E-mail (including attachments) is covered by the Electronic Communications Privacy Act, 18 U.S.C. §2510-2521, is confidential and may be legally privileged. The contents of this e-mail message, including any attachments, are intended solely for the use of the person or entity to whom the e-mail was addressed. It contains information that may be protected by the attorney-client privilege, work-product doctrine, or other privileges, and may be restricted from disclosure by applicable state and federal law. If you are not the intended recipient of this message, be advised that any dissemination, distribution, or use of the contents of this message is strictly prohibited. If you received this e-mail message in error, please contact the sender by reply e-mail or phone. Please also permanently delete all copies of the original e-mail and any attached documentation. Thank you for your understanding and cooperation.