

# Insider Risk Preparedness:

## Your Guide to CA Senate Bill 553 Compliance

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# Questions

- Submit questions any time in the Q&A (at bottom)
- Questions addressed at the end
- Open chat during session (click 'Chat' at bottom)



# Workplace Violence

## THE DEFINITION IS BROAD

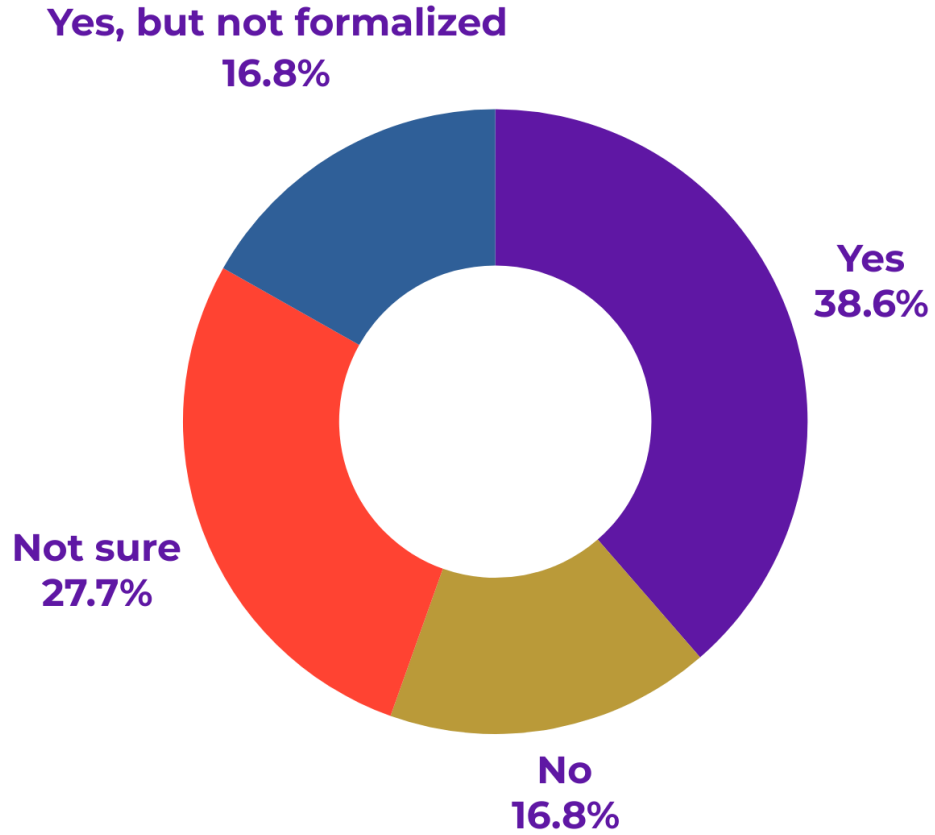
- Any act of violence or threat of violence that occurs in a place of employment
- The threat or use of physical force against an employee that results in or is likely to result in injury, trauma, or stress
- Any verbal or written statement including texts, electronic messages, social media messages, or other online posts



# Poll Question 1

Does your organization have a formal workplace violence prevention plan?





# What's In CA SB 553

## GROUNDBREAKING LEGISLATION

- A new era in workplace safety and violence prevention
- Significant effort for employers to comply
- Effective July 1, 2024
- California employers with 10+ employees on site
- Additional legislation on restraining orders effective 1/1/25

# What's In CA SB 553

## THE WRITTEN PLAN

- A written workplace violence prevention plan (WVPP)
- Accessible to employees
- Identifies key personnel and their responsibilities
- Customized to your location- and job-specific risks



# What's In CA SB 553

## ACTIVE EMPLOYEE INVOLVEMENT

- Involve employees in plan development and implementation
- Communicate effectively with employees regarding incidents
- Ensure employees know they are protected from retaliation for reporting
- Develop provisions to encourage employees to inform employer of hazards
- Implement disciplinary measures for employees that don't comply

# What's In CA SB 553

## WORKPLACE VIOLENCE HAZARD IDENTIFICATION AND MITIGATION

- Ask employees to share or report hazards
- Conduct periodic inspections i.e., alarms, CCTV, escape routes, etc.
- Once identified, correct the hazards
- Notify employees of hazards and corrective actions taken
- All actions must be documented

# What's in CA SB 553

## SPECIFIC TRAINING REQUIREMENTS

- How to access the Plan
- How employees can participate
- Key definitions and types
- Reporting procedures for incidents and protection from retaliation
- Workplace violence hazards specific to an employee's role
- Corrective measures the employer has implemented
- How to seek assistance to prevent or respond to violence
- Strategies to avoid physical harm
- Access to recordkeeping logs
- An opportunity for interactive Q&A with knowledgeable party

# What's in CA SB 553

## EMERGENCY RESPONSE PROCEDURES

- Alert employees to the presence, location and nature of workplace violence emergencies, i.e., alarm systems, PA, broadcast text messages
- Determine evacuation or sheltering plans
- Share how to obtain help from staff, security personnel or law enforcement, including dialing 911

# What's in CA SB 553

## RECORDKEEPING GUIDELINES

- Must be provided to Cal/OSHA or employees within 15 days of request
- Individually identifying information must be removed
- Specific details are required for each type of log

TYPE OF LOG	KEEP FOR
Hazard Identification & Mitigation Measures	5 Years
Violent Incident Log & Corrective Actions	5 Years
Training Records	1 Year

# What's in CA SB 553

Mitigation, response and corrective actions vary for each type of violence

DOCUMENTING TYPES OF WORKPLACE VIOLENCE IS REQUIRED

TYPE 1: CRIMINAL INTENT

TYPE 2: CUSTOMER/CLIENT/VISITOR/VENDOR

TYPE 3: WORKER ON WORKER

TYPE 4: PERSONAL RELATIONSHIP

# Poll Question 2

Does your organization  
have a Workplace  
Violence Prevention  
Professional or Team?



**Yes, we have an individual**

**11%**

**Yes, we have a team**

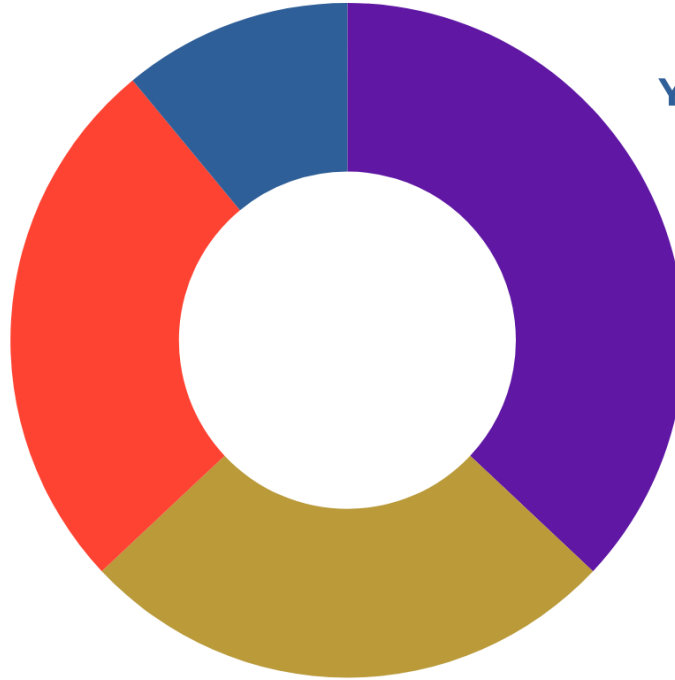
**37%**

**Not sure**

**26%**

**No we do not**

**26%**





# Consequences of Non-Compliance

Potential for fines ranging from \$18,000 to \$158,000

## DIRECT COSTS

- Medical Bills
- Worker's Comp
- Legal Fees
- Lawsuits
- Liability & Settlements

## INDIRECT COSTS

- Negative Publicity
- Loss in Productivity
- Turnover
- Poor Morale
- Fear

“Reacting to a serious incident of workplace violence is at least 100x more expensive than taking proactive preventive measures.”

-NATIONAL INSTITUTE FOR PREVENTION OF WORKPLACE VIOLENCE

# Broader Implications

## EMPHASIZING PREVENTION OVER RESPONSE OFFERS BENEFITS

- Improved employee retention and morale
- Enhanced workplace culture and climate
- Increased reporting of concerning behavior as well as red flags
- Greater opportunity for early intervention before problems escalate
- Stronger business continuity and resilience
- Reduced risk of lawsuits and settlements

## 2023 LEGISLATIVE ACTIONS

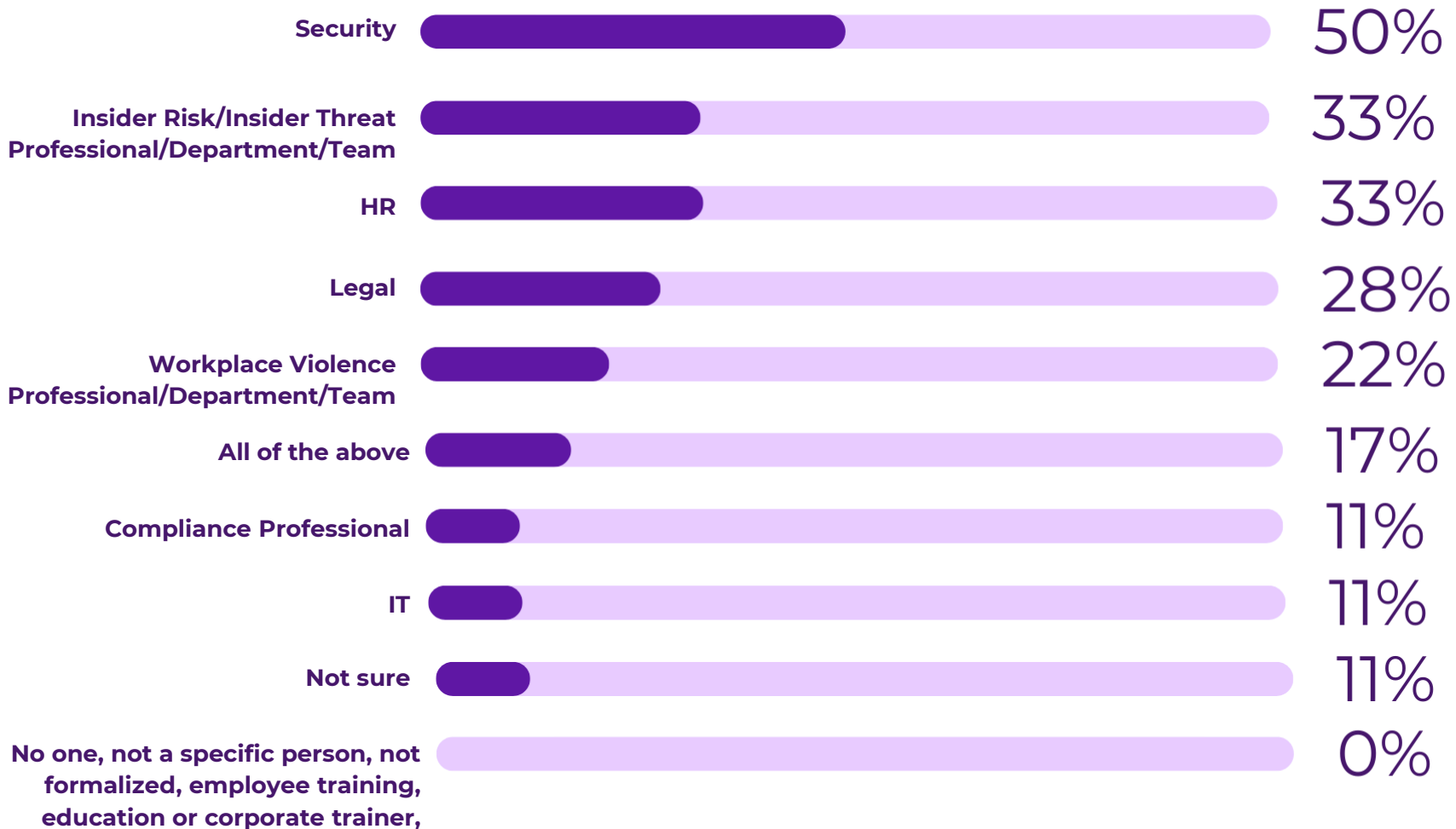
- 100+ bills mentioning “workplace violence” have been introduced
- 27 states involved
- 25% enacted or adopted
- 50% still pending

Source: LexisNexis®State Net® data

# Poll Question 3

Who handles workplace violence prevention/detection in your organization?





# What InT Programs Should Do

## KEEP IN MIND BEST PRACTICES

- Create a culture of **shared responsibility** where reporting is considered supporting
- Develop the understanding that it is a **responsibility to report** concerns
- Provide clarity on **how to report** concerning behavior and what happens after
- Instill confidence that **action will be taken**
- Ensure **no retaliation** or negative consequences for reporting
- Show **appreciation** when employees speak up

# What InT Programs Should Do

## STEP-BY-STEP PLAN FOR COMPLIANCE

1. Review legislation for a broader understanding of requirements
2. Gather employee input via team meetings or surveys
3. Determine reporting mechanisms for employees to submit incidents, threats or hazards
4. Customize your WVP Plan with your company-specific information
5. Deliver workplace violence prevention training to the workforce
6. Adhere to recordkeeping guidelines

# Questions



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