



YPI CHARTER SCHOOLS

September 30, 2024

TO: YPI Charter Schools
Board of Trustees

FROM: Yvette King-Berg
Executive Director

SUBJECT: Recommendation to receive and ratify the YPI Charter Public Schools Workplace Violence and Prevention Plan

BACKGROUND

California Senate Bill 553 (SB 553) was signed into law on September 30, 2023. The bill created the first general industry workplace violence prevention safety requirements in the United States. The requirements are applicable to nearly all California employers with very few exceptions. SB 553 amended Labor Code section 6401.7 which required employers to develop and implement a workplace violence prevention plan in accordance with newly codified Labor Code section 6401.9 which sets out the requirements of the plan. Starting on July 1, 2024, employers in California must develop and implement an effective workplace violence prevention plan either as part of their Injury and Illness Prevention Plan or maintained as a separate document. A site-specific plan is needed for each location. Additionally, employers are required to maintain a Workplace Violence Prevention Plan (WVPP) that includes:

- Prohibiting employee retaliation
- Accepting and responding to reports of workplace violence
- Employee workplace violence training and communication
- Emergency response
- Workplace violence hazard assessments
- Other requirements, such as maintaining a Violent Incident Log

ANALYSIS

In June 2024, YPICS established the YPI Charter Schools (“YPICS”) Workplace Violence Prevention Plan (WVPP) in accordance with the requirements of Senate Bill 553 (SB 553). Legal counsel reviewed the plan and subsequently shared with YPICS staff prior to required implementation during July and August 2024 mandatory Training sessions. The plan is presented

here for ratification by the YPI Charter Schools Board of Trustees. Any changes the Board suggests will be added to the plan and shared with staff.

RECOMMENDATION:

It is recommended that the Board of Trustees receive and ratify the YPICS Workplace Violence Prevention Plan, implemented as of July 1, 2024, as required by SB 553. Any changes the Board requests will be communicated to staff and immediately implemented.