



A PuzzleHR Case Study: CA Workplace Violence Prevention Plan

THE PIECES:

A long-time client approached PuzzleHR for assistance with their California Workplace Violence Prevention Plan. The WVPP is a new addition to compliance legislation in California and went into effect on July 1st, 2024, with no implementation grace period. The lack of a grace period was a concern for our client, as it left them scrambling to create a plan, resolve any workplace violence hazards, train employees, and implement other relevant processes.

PUTTING IT TOGETHER:

PuzzleHR was able to step in and take the burden of creating this plan and other related processes off the client so they could continue focusing on their day-to-day tasks.

Our HR team designed a standard WVPP template for the client to use as a guideline for their own plan. The standardized template allows clients to input their information and ensure compliance with OSHA regulations.

Our team also provided all relevant materials for managing this plan, including incident report forms, incident logs, notices, and other forms at the client's request. Working with our Learning and Development team,

PuzzleHR created a custom training module for the client to train their employees on their new violence prevention plan.



Executive Summary:

Our client is an industry leader in the automotive manufacturing sector and has a dedicated team of PuzzleHR professionals managing daily and strategic HR tasks. After approaching PuzzleHR for assistance implementing their new California Workplace Violence Prevention Plan, our team worked to create a plan blueprint, train their employees, and provide resources to manage the plan. The client was able to successfully implement their new plan and train their employees before the implementation date of July 1st and will continue working with PuzzleHR to ensure the plan is administered properly.

Meet the Teams:

Our Client: Our client is an industry leader in the automotive manufacturing sector and has been partnered with PuzzleHR for 3 years.

PuzzleHR: The client utilizes multiple PuzzleHR services, including our Leave of Absence Management service, our Employee Direct Connect Service, and our Managed HR service. They have a team of dedicated HR professionals focused on managing their daily and strategic HR tasks.



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THE CURRENT PICTURE:

The client was able to successfully implement their new plan and train their employees well before the implementation date of July 1st.

PuzzleHR provided the knowledge necessary to handle any potential incidents and what steps to take if employees witness or undergo any violent incident, directly or indirectly.

PuzzleHR supplied the client with resources and a blueprint to follow to ensure any incidents can avoid escalation and employees remain safe at their workplace.

FUTURE PUZZLES

The client will continue to work with PuzzleHR to ensure their WVPP is administered properly. PuzzleHR specialists will provide guidance to ensure all employees complete the required training and serve as a resource for incidents or investigations if the client requires assistance to find a resolution.



***PuzzleHR's
efficiency and
compliance expertise
ensured the client
could develop a
robust workplace
violence prevention
program before the
looming deadline.***