

WORKPLACE VIOLENCE PREVENTION PROGRAM for Major, Lindsey & Africa

Our establishment's Workplace Violence Prevention Plan (WVPP) addresses the hazards known to be associated with the four types of workplace violence as defined by Labor Code (LC) section 6401.9.

Date of Last Review: August 2025

Date of Last Revision(s): August 2025

DEFINITIONS

Emergency - Unanticipated circumstances that can be life threatening or pose a risk of significant injuries to employees or other persons.

Engineering controls - An aspect of the built space or a device that removes a hazard from the workplace or creates a barrier between the employee and the hazard.

Log - The violent incident log required by LC section 6401.9.

Plan - The workplace violence prevention plan required by LC section 6401.9.

Serious injury or illness - Any injury or illness occurring in a place of employment or in connection with any employment that requires inpatient hospitalization for other than medical observation or diagnostic testing, or in which an employee suffers an amputation, the loss of an eye, or any serious degree of permanent disfigurement, but does not include any injury or illness or death caused by an accident on a public street or highway, unless the accident occurred in a construction zone.

Threat of violence - Any verbal or written statement, including, but not limited to, texts, electronic messages, social media messages, or other online posts, or any behavioral or physical conduct, that conveys an intent, or that is reasonably perceived to convey an intent, to cause physical harm or to place someone in fear of physical harm, and that serves no legitimate purpose.

Workplace violence - Any act of violence or threat of violence that occurs in a place of employment.

Workplace violence includes, but is not limited to, the following:

- The threat or use of physical force against an employee that results in, or has a high likelihood of resulting in, injury, psychological trauma, or stress, regardless of whether the employee sustains an injury.
- An incident involving a threat or use of a firearm or other dangerous weapon, including the use of common objects as weapons, regardless of whether the employee sustains an injury.
- The following four workplace violence types:

Type 1 violence - Workplace violence committed by a person who has no legitimate business at the worksite and includes violent acts by anyone who enters the workplace or approaches employees with the intent to commit a crime.

Type 2 violence - Workplace violence directed at employees by customers, clients, patients, students, inmates, or visitors.

Type 3 violence - Workplace violence against an employee by a present or former employee, supervisor, or manager.

Type 4 violence - Workplace violence committed in the workplace by a person who does not work there but has or is known to have had a personal relationship with an employee.

Workplace violence does not include lawful acts of self-defense or defense of others.

Work practice controls - Procedures and rules used to effectively reduce workplace violence hazards.

RESPONSIBILITY

The WVPP administrators, Jacqueline Wandrey (Director of Human Resources) and Bill Swinburn (Head of Global Security), have the authority and responsibility for implementing the provisions of this plan for Major, Lindsey & Africa.

Responsible Persons	Job Title/Position	WVPP Responsibility(ies)	Phone #	Email
Jacqueline Wandrey	Director of Human Resources	Overall responsibility for the plan; approves the final plan and any major changes.	410-579-3466	jwandrey@MLAGlobal.com
Bill Swinburn	Head of Global Security		410-579-6548	wswinburne@allegisgroup.com
Jacqueline Wandrey	Director of Human Resources	Responsible for employee involvement and training; communicates with broader employee groups about incidents and updates training materials.	410-579-3466	jwandrey@MLAGlobal.com
Bill Swinburn	Collectively, the Threat Assessment Team (TAT)	Responsible for emergency response, handling any reports of workplace violence, hazard identification, and coordination with other employers; conducts safety inspections, coordinates emergency response procedures, and communicates with other employers about the plan.	410-579-6548	wswinburne@allegisgroup.com
Noelle Cucina			410-579-3708	ncucina@allegisgroup.com
Jacqueline Wandrey			410-579-3466	jwandrey@MLAGlobal.com
Local Stakeholder			TBD	TBD
D-List			Dlist-MLA_ViolencePrevention	
Debra Vitello	Lead Admin 00741	Responsible for implementing and maintaining the WVPP in their work areas and for answering employee questions about the WVPP.	213-225-0633	dvitello@mлагlobal.com
Laurie Dolan	Lead Admin 00744		650-815-4441	ldolan@mлагlobal.com
Allison Wong	Lead Admin 00747		415-490-2755	allwong@mлагlobal.com
Valerie Davidovsky	Lead Admin 00746		858-202-5367	vdavidovsky@mлагlobal.com

EMPLOYEE ACTIVE INVOLVEMENT

Major, Lindsey & Africa ensures the following policies and procedures to obtain the active involvement of employees and authorized employee representatives in developing and implementing the plan:

- Management will work with and allow employees and authorized employee representatives to participate in:
 - Identifying, evaluating, and determining corrective measures to prevent workplace violence by:
 - Sending periodic communications to employees encouraging them to share any workplace violence related concerns/hazards. Should workplace violence related concerns/hazards be reported, the WVPP Administrators, in partnership with Jacki Wandrey, will host a meeting

with employees to evaluate those hazards and/or concerns and how to correct them. These meetings could involve brainstorming sessions, discussions of recent incidents, and reviews of safety procedures.

- At any time, employees can report concerns related to any workplace violence related concerns/hazards via the [Dlist-MLA ViolencePrevention](#).
- Should workplace violence related concerns/hazards be reported, the WVPP Administrators will host a meeting with employees to evaluate those hazards and/or concerns and how to correct them. These meetings could involve brainstorming sessions, discussions of recent incidents, and reviews of safety procedures.
- Designing and implementing training:
 - During initial training implementation, employee feedback was solicited on design, content, and delivery of the training. Upon annual completion of the training, employee feedback is also solicited.
- Reporting and investigating workplace violence incidents.
 - Employees will report workplace violence incidents by email to [Dlist-MLA ViolencePrevention](#).
 - Incidents will be investigated by the Threat Assessment Team (TAT) and include involvement from local law enforcement as needed.
- Management will ensure that all workplace violence policies and procedures within this written plan are clearly communicated and understood by all employees. Managers and supervisors will enforce the rules fairly and uniformly.
- All employees will follow all workplace violence prevention plan directives, policies, and procedures found in this plan and the Company Handbook and assist in maintaining a safe work environment.
- The plan shall be always in effect and in all work areas and be specific to the hazards and corrective measures for each work area and operation.

EMPLOYEE COMPLIANCE

Our system to ensure that employees comply with the rules and work practices that are designed to make the workplace more secure, and do not engage in threats or physical actions which create a security hazard for others in the workplace, include at a minimum:

- Training employees, supervisors, and managers in the provisions of Major, Lindsey & Africa's' Workplace Violence Prevention Plan (WVPP)
- Effective procedures to ensure that supervisory and nonsupervisory employees comply with the WVPP.
- This will be accomplished by:
 - Auditing WVPP training logs
 - Investigating suspected incidents of non-compliance
 - Providing retraining to employees whose safety performance does not meet the expectations of the WVPP.
 - Disciplining employees for failure to comply with the WVPP, up to and including termination.

COMMUNICATION WITH EMPLOYEES

We recognize that open, two-way communication between our management team, staff, and other employers, about workplace violence issues is essential to a safe and productive workplace. The following communication system is designed to facilitate a continuous flow of workplace violence prevention information between management and staff in a form that is readily understandable by all employees, and consists of one or more of the following:

- New employee will receive the Handbook containing additional policies during onboarding.
- Workplace violence prevention training; new hires to complete training within 30 days of hire, all CA employees to complete training annually.
- Regularly scheduled meetings in which security issues and potential workplace violence hazards can be addressed.

- How employees can report a violent incident, threat, or other workplace violence concern to employer or law enforcement without fear of reprisal or adverse action. The following order should be followed when reporting an incident.
 1. **For incidents where the threat of violence is immediate and serious** - employees who observe or become aware of an incident or a threat of violence that is immediate and serious should immediately dial 9-1-1 from their cell phone, or any other available phone.
 - All incidents should then also be reported to the Threat Assessment Team (TAT) by emailing [Dlist-MLA ViolencePrevention](#). An anonymous report can also be made by calling the Code of Conduct and Ethics Hotline at 866.377.7489.
 2. **For incidents where there is no immediate threat** (e.g., an interior door lock is broken, lighting needs to be replaced etc.) – employees should email the Threat Assessment Team (TAT) at [Dlist-MLA ViolencePrevention](#).
- Employees will not be prevented from accessing their mobile or other communication devices to seek emergency assistance, assess the safety of a situation, or communicate with a person to verify their safety.
- Employees' concerns will be investigated in a timely manner, and they will be informed of the results of the investigation and any corrective actions to be taken.
 - In accordance with our Handbook, the Company will undertake a prompt and thorough investigation and will inform the employee of the investigation's results to the extent that privacy and/or confidentiality permits.
 - To the extent warranted, updates may be provided to other employers in the building (at or near and around the same worksite). This could involve sharing updates to the plan, discussing recent incidents, and coordinating training sessions.

COORDINATION WITH OTHER EMPLOYERS

Major, Lindsey & Africa will implement the following effective procedures to coordinate implementation of its plan with other employers to ensure that those employers and employees understand their respective roles, as provided in the plan.

- All employees will be trained in workplace violence prevention.
- Workplace violence incidents involving any employee are reported, investigated, and recorded.
- At a multiemployer worksite, Major, Lindsey & Africa will ensure that if its employees experience workplace violence incident that Major, Lindsey & Africa will record the information in a violent incident log and shall also provide a copy of that log to controlling employer.

WORKPLACE VIOLENCE INCIDENT REPORTING PROCEDURE

Major, Lindsey & Africa will implement the following effective procedures to ensure that:

- **For incidents where the threat of violence is immediate and serious** - employees who observe or become aware of an incident or a threat of violence that is immediate and serious should immediately dial 9-1-1 from their cell phone, or any other available phone.
 - All incidents should then also be reported to the Threat Assessment Team (TAT) by emailing [Dlist-MLA ViolencePrevention](#). An anonymous report can also be made by calling the Code of Conduct and Ethics Hotline at 866.377.7489.
- **For incidents where there is no immediate threat** (e.g., an interior door lock is broken, lighting needs to be replaced etc.) – employees should email the Threat Assessment Team (TAT) at [Dlist-MLA ViolencePrevention](#).
- A strict non-retaliation policy is in place, and any instances of retaliation are dealt with swiftly and decisively. Those that are found to have engaged in retaliatory conduct may be subject to discipline, up to and including immediate termination.

EMERGENCY RESPONSE PROCEDURES

Major, Lindsey & Africa has in place the following specific measures to handle actual or potential workplace violence emergencies:

- Effective means to alert employees of the presence, location, and nature of workplace violence emergencies by the following:
 - Phone/text trees are activated to alert employees of emergencies.
 - Building alarms may sound based on the circumstances of the threat. These could be audible alarms, visual alarms, or both.
 - Panic alarm is pressed and goes straight to the police department for dispatch.
- Major, Lindsey & Africa has evacuation and sheltering plans. Plans include maps of evacuation routes, locations of emergency exits, and instructions for sheltering in place. These are in each facility.
- How to obtain help from staff, security personnel, or law enforcement.
 - Postings containing instructions on how to dial 9-1-1-, how to contact the Threat Assessment Team and WVPP Administrators are in the kitchen and reception area.
- In the event of an emergency, including a Workplace Violence Emergency, contact the following after contacting 9-1-1:

Responsible Persons	Job Title/Position	WVPP Responsibility(ies)	Phone #	Email
Bill Swinburn	Collectively, the Threat Assessment Team (TAT)	Responsible for emergency response, handling any reports of workplace violence, hazard identification, and coordination with other employers; conducts safety inspections, coordinates emergency response procedures, and communicates with other employers about the plan.	410-579-6548	wswinburne@allegisgroup.com
Noelle Cucina			410-579-3708	ncucina@allegisgroup.com
Jacqueline Wandrey			410-579-3466	jwandrey@MLAGlobal.com
Local Stakeholder			TBD	TBD
D-List				Dlist-MLA_ViolencePrevention

WORKPLACE VIOLENCE HAZARD IDENTIFICATION AND EVALUATION

The following policies and procedures are established and required to be conducted by Major, Lindsey & Africa to ensure that workplace violence hazards are identified and evaluated:

- Inspections shall be conducted when the plan is first established, after each workplace violence incident, and whenever the employer is made aware of a new or previously unrecognized hazard.
- Review all submitted/reported concerns of potential hazards: These submittals/reports could be from the system the employer had implemented for employees and authorized employee representatives to anonymously inform management about workplace violence hazards or threats of violence without fear of reprisal/retaliation.
- Weekly review of all submitted and reported concerns to the Threat Assessment Team.
- Investigate anonymous complaints made to the Code of Conduct and Ethics Hotline at 866.377.7489 or sent to the corporateethicsofficer@allegisgroup.com email address (please note, emails are not anonymous).

Periodic Inspections

Periodic inspections of workplace violence hazards will identify unsafe conditions and work practices. This may require assessment for more than one type of workplace violence. Periodic Inspections shall be conducted annually, after an incident, upon office relocation or renovation.

Periodic inspections to identify and evaluate workplace violence and hazards will be performed by designated personnel in each office. The list of offices and designated personnel can be found in the Cal/OSHA Workplace Violence Periodic Inspection Schedule.

Inspections for workplace violence hazards include assessing:

- The area in which the office is located (i.e., suburban office park, urban environment, mixed use buildings with other tenants, etc.)

- Recent crimes in the building or immediate surrounding area in the prior 6 months
- Building Exterior
 - Parking: flat surface lot, parking garage, open parking, assigned spots
 - Lighting: ample lighting on the exterior of the building, ample lighting in covered parking areas
- Building Interior
 - Are you required to swipe your badge for entry to the building?
 - Does the badging system work on a schedule, meaning swiping is not required during specific hours and days? If yes, what are the hours and days?
 - Does the building have a security guard? If yes, what are their hours and days?
 - Does the building have a receptionist? If yes, what are their hours and days?
 - How are visitors processed? (I.e., Do they sign-in via a log, is their license plate recorded, do they receive a badge, is someone called down to the lobby to retrieve them, are they given free access to the building etc.)
 - Do the lobby stairwells or elevators require swiping to gain entry?
- Field Office Space
 - Does your office have corporate-issued badges? If not, what are the procedures to badge all employees and visitors?
 - Does the main entry door into the office suite require a badge or other card swipe for entry? If not, is the door on a schedule (indicate automatic or manual) and what are the hours/days?
 - Is the reception area to PIT door always closed and on Card Only Access?
 - Is the Panic Alarm System tested monthly?
 - Are the fire exits clearly marked?
 - Are there rally points located outside of the building for employees to go to during a fire or other emergency requiring evacuation?
 - Does each interior office or meeting space have a functioning door lock?
 - Are employees knowledgeable of the location of the following things:
 - AED (Automated External Defibrillator)
 - Fire alarm-pull stations
 - First aid kits
 - Panic alarm device
 - Where to find the Workplace Violence Prevention Plan
 - How to contact local police/fire/medical services and the Threat Assessment Team
 - How to contact building security
 - Are there secondary entrances into the office suite? How is entry gained through each entrance? Are these kept locked at all times?
 - If the suite is on the ground floor, can you enter from outside or enter a shared lobby? Are windows able to be opened?
 - Are non-employee visitors permitted into the PIT area (excluding service or maintenance technicians)?
- Former Employee Behavior
 - In the past 6 months, has a disgruntled employee or former employee made threats of physical or verbal abuse? In person, via text or other electronic means or over the phone?
 - What is the frequency and severity of these threats?
 - Have there been any prior violent acts, threats of physical violence, verbal abuse, property damage or other signs of strain or pressure in the workplace that are ongoing?

WORKPLACE VIOLENCE HAZARD CORRECTION

Workplace violence hazards will be evaluated and corrected in a timely manner. Major, Lindsey & Africa will implement the following effective procedures to correct workplace violence hazards that are identified:

- If an imminent workplace violence hazard exists that cannot be immediately abated without endangering employee(s), all exposed employee(s) will be removed from the situation except those necessary to correct the existing condition. Employees necessary to correct the hazardous condition will be provided with the necessary protection. [Explain which workers this applies to, why they are necessary, and what protections will be provided]

- All corrective actions taken will be documented and dated on the Violent Incident Log template found at the end of this WVPP.
- Corrective measures for workplace violence hazards will be specific to a given work area.

PROCEDURES FOR POST INCIDENT RESPONSE AND INVESTIGATION

After a workplace incident, the Threat Assessment Team or their designee will implement the following post-incident procedures:

- Visit the scene of an incident as soon as safe and practicable.
- Interview involved parties, such as employees, witnesses, law enforcement, and/or security personnel.
- Review security footage of existing security cameras if applicable.
- Examine the workplace for security risk factors associated with the incident, including any previous reports of inappropriate behavior by the perpetrator.
- Determine the cause of the incident.
- Take corrective action to prevent similar incidents from occurring.
- Record the findings and ensure corrective actions are taken.
- Obtain any reports completed by law enforcement.
- The violent incident log will be used for every workplace violence incident and will include information, such as: [See attached Violent Incident Log]
 - The date, time, and location of the incident.
 - The workplace violence type or types involved in the incident.
 - A detailed description of the incident.
 - A classification of who committed the violence, including whether the perpetrator was a client or customer, family or friend of a client or customer, stranger with criminal intent, coworker, supervisor or manager, partner or spouse, parent or relative, or another perpetrator.
 - A classification of circumstances at the time of the incident, including, but not limited to, whether the employee was completing usual job duties, working in poorly lit areas, rushed, working during a low staffing level, isolated or alone, unable to get help or assistance, working in a community setting, or working in an unfamiliar or new location.
 - A classification of where the incident occurred, such as in the workplace, parking lot or other area outside the workplace, or other area.
 - The type of incident, including, but not limited to, whether it involved any of the following:
 - Physical attack without a weapon, including, but not limited to, biting, choking, grabbing, hair pulling, kicking, punching, slapping, pushing, pulling, scratching, or spitting.
 - Attack with a weapon or object, including, but not limited to, a firearm, knife, or other object.
 - Threat of physical force or threat of the use of a weapon or other object.
 - Sexual assault or threat, including, but not limited to, rape, attempted rape, physical display, or unwanted verbal or physical sexual contact.
 - Animal attack.
 - Other.
 - Consequences of the incident, including, but not limited to:
 - Whether security or law enforcement was contacted and their response.
 - Actions taken to protect employees from a continuing threat or from any other hazards identified as a result of the incident.
 - Information about the person completing the log, including their name, job title, and the date completed.
 - Reviewing all previous incidents.
- Support and resources, such as counseling services, may be provided to affected employees (these resources could include referrals to counseling services, information about employee assistance programs, and time off work if necessary.)
- Ensure that no personal identifying information is recorded or documented in the written investigation report. This includes information which would reveal identification of any person involved in a violent incident, such as the person's name, address, electronic mail address, telephone number, social security number, or other information that, alone or in combination with other publicly available information, reveals the person's identity.

TRAINING AND INSTRUCTION

All employees, including managers and supervisors, will have training and instruction on general and job-specific workplace violence practices. These sessions could involve presentations, discussions, and practical exercises. Training and instruction will be provided as follows:

- When the WVPP is first established.
- Annually to ensure all employees understand and comply with the plan.
- Whenever a new or previously unrecognized workplace violence hazard has been identified and when changes are made to the plan. The additional training may be limited to addressing the new workplace violence hazard or changes to the plan.

Major, Lindsey & Africa will provide its employees with training and instruction on the key definitions found in the WVPP and the requirements listed below:

- The employer's WVPP, how to obtain a copy of the employer's plan at no cost, and how to participate in development and implementation of the employer's plan.
- How to report workplace violence incidents or concerns to the employer or law enforcement without fear of reprisal.
- Workplace violence hazards specific to the employees' jobs, the corrective measures Major, Lindsey & Africa has implemented, how to seek assistance to prevent or respond to violence, and strategies to avoid physical harm.
- The violent incident log and how to obtain copies of records pertaining to hazard identification, evaluation and correction, training records, and violent incident logs.
- Opportunities Major, Lindsey & Africa has for interactive questions and answers with a person knowledgeable about the Major, Lindsey & Africa plan.
- How to recognize workplace violence warning signs indicated by behavior or comments.
- Strategies to avoid/prevent workplace violence and physical harm, such as being aware of your environment and knowing where the nearest exits/escape routes are.
- How to respond when there is a workplace violence incident.
- How to recognize alerts, alarms, or other warnings about emergency conditions and how to use identified escape routes or locations for sheltering.

EMPLOYEE ACCESS TO THE WRITTEN WVPP

Major, Lindsey & Africa ensures that the WVPP plan shall be in writing and available and easily accessible to employees, authorized employee representatives, and representatives of Cal/OSHA. This will be accomplished by posting the plan on the Company intranet, having copies available at each location, and having copies available upon request to the WVPP Administrators or Human Resources.

RECORDKEEPING

Major, Lindsey & Africa will:

- Create and maintain records of workplace violence hazard identification, evaluation, and correction for at least five (5) years.
- Create and maintain training records for a minimum of one (1) year and include the following:
 - Training dates.
 - Contents or a summary of the training sessions.
 - Names and job titles of all people attending the training sessions.
- Maintain violent incident logs for minimum of five (5) years.
- Maintain records of workplace violence incident investigations for at least five (5) years.
 - The records shall not contain medical information per subdivision (j) of section 56.05 of the Civil Code.
- All records of workplace violence hazard identification, evaluation, and correction; training, incident logs and workplace violence incident investigations required by [LC section 6401.9\(f\)](#), shall be made available to Cal/OSHA upon request for examination and copying.

EMPLOYEE ACCESS TO RECORDS

The following records shall be made available to employees and their representatives, upon request and without cost, for examination and copying within **15 calendar days of a request**:

- Records of workplace violence hazard identification, evaluation, and correction.
- Training records.
- Violent incident logs.

REVIEW AND REVISION OF THE WVPP

The Major, Lindsey & Africa WVPP will be reviewed for effectiveness:

- At least annually.
- When a deficiency is observed or becomes apparent.
- After a workplace violence incident.
- As needed.

Review and revision of the WVPP will include the procedures listed in the EMPLOYEE ACTIVE INVOLVEMENT section of this WVPP, as well as the following procedures to obtain the active involvement of employees and authorized employee representatives in reviewing the plan's effectiveness:

- Review of Major, Lindsey & Africa' WVPP should include, but is not limited to:
 - Review of incident investigations and the violent incident log.
 - Assessment of the effectiveness of security systems, including alarms, emergency response, and security personnel availability (if applicable).
- Review that violence risks are being properly identified, evaluated, and corrected. Any necessary revisions are made promptly and communicated to all employees. [These revisions could involve changes to procedures, updates to contact information, and additions to training materials.]

EMPLOYER REPORTING RESPONSIBILITIES

As required by [California Code of Regulations \(CCR\), Title 8, Section 342\(a\). Reporting Work-Connected Fatalities and Serious Injuries](#), Major, Lindsey & Africa will immediately report to Cal/OSHA any serious injury or illness (as defined by [CCR, Title 8, Section 330\(h\)](#)), or death (including any due to Workplace Violence) of an employee occurring in a place of employment or in connection with any employment.

"I, Jacqueline Wandrey, Director of Human Resources, hereby authorize and ensure, the establishment, implementation, and maintenance of this written workplace violence prevention plan and the documents/forms within this written plan. I am committed to ensuring the safety and well-being of our employees and believe that these policies and procedures will help us achieve that goal."

"I, Bill Swinburne, Head of Global Security for Allegis Group, hereby authorize and ensure, the establishment, implementation, and maintenance of this written workplace violence prevention plan and the documents/forms within this written plan. I am committed to ensuring the safety and well-being of our employees and believe that these policies and procedures will help us achieve that goal."

Jacqueline Wandrey

Jacqueline Wandrey, Director of Human Resources
Major, Lindsey & Africa

8/29/25

Date

Bill Swinburne, Head of Global Security
Allegis Group

Date

Violent Incident Log

This log must be used for every workplace violence incident that occurs in our workplace. At a minimum, it will include the information required by LC section 6401.9(d).

The information that is recorded will be based on:

- Information provided by the employees who experienced the incident of violence.
- Witness statements.
- All other investigation findings.

All information that personally identifies the individual(s) involved will be omitted from this log, such as:

- Names
- Addresses – physical and electronic
- Telephone numbers
- Social security number

[Enter the date the incident occurred (Day, Month, Year)]

[Enter the time (or approximate time) that the incident occurred] a.m./p.m.

Location(s) of Incident	Workplace Violence Type (Indicate which type(s) (Type 1, 2,3,4))
[Enter location(s) where the incident occurred]	[Enter the workplace violence type(s)]

Check which of the following describes the type(s) of incident, and explain in detail:

Note: It's important to understand that "Workplace Violence Type" and "Type of Incident" have separate requirements. **For this part of the log, "Type of Incident" specifically refers to the nature or characteristics of the incident being logged. It does not refer to the type of workplace violence.**

- Physical attack without a weapon, including, but not limited to, biting, choking, grabbing, hair pulling, kicking, punching, slapping, pushing, pulling, scratching, or spitting.
- Attack with a weapon or object, including, but not limited to, a firearm, knife, or other object.
- Threat of physical force or threat of the use of a weapon or other object.
- Sexual assault or threat, including, but not limited to, rape, attempted rape, physical display, or unwanted verbal or physical sexual contact.
- Animal attack.
- Other.

Explain: [Provide a detailed description of the incident and any additional information on the violence incident type and what it included. Continue on separate sheet of paper if necessary.]

[_____

_____]

Did the severity of the injuries require reporting to Cal/OSHA? If yes, document the date and time this was done, along with the name of the Cal/OSHA representative contacted.

A copy of this violent incident log needs to be provided to the employer. Indicate when it was provided and to whom.

This violent incident log was completed by:

[Name of person completing this log], [Job Title of person completing this log], [Date this log was completed]

[Signature of person completing this log]

[Date of completion]