

Workplace Violence Prevention

Our Workplace Violence Prevention team helps employers nationwide navigate the growing web of workplace violence laws and regulations.

Drawing on deep experience with the Cal/OSHA Workplace Violence in Health Care Standard, the nation's first workplace violence regulation, our attorneys develop and implement prevention plans, response programs, and threat assessment teams for some of the country's largest employers. We pair practical compliance strategies with a strong defense record, guiding organizations through complex legal challenges, incident response, and enforcement actions.

Compliance Counseling & Program Development

- Drafting and implementing comprehensive Workplace Violence Prevention Plans (WVPPs) tailored to diverse state and federal requirements.
- Advising on compliance with applicable workplace violence laws, including Cal/OSHA, OSHA federal standards, and state-specific regulations.
- Developing incident response protocols and reporting procedures.
- Reviewing and updating policies and handbooks.
- Delivering training programs on workplace violence prevention.

Incident Response & Crisis Management

- Advising on effective crisis response to identify, prepare for, and respond to significant workplace events.
- Conducting post-incident analyses.
- Advising on best practices for managing high-risk personnel situations, including terminations and workplace disputes.
- Developing protocols to address threats from employees, clients, contractors, and third parties.

Enforcement Defense & Litigation

- Representing employers in investigations and enforcement actions under federal, state, and local workplace violence laws.
- Contesting citations and penalties issued by OSHA, state agencies, and other regulatory bodies.
- Negotiating settlements and crafting abatement plans to mitigate liability and operational disruptions.

Workplace Violence Restraining Orders

- Draft petitions for workplace violence, temporary restraining orders, and permanent restraining orders.
- Represent employers and protected parties at workplace violence restraining order hearings.