



Mountain View
Whisman
School District

Workplace Violence Prevention Plan

June 2025



MVWSD Mission and Vision

Mission: We inspire, prepare and empower every student

Vision: Every student, family, staff and community member is engaged and committed to learning in a collaborative, diverse and innovative partnership.

Strategic Plan Goal 4: Effective and engaged employees



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Workplace Violence Prevention Plan (WVPP)

What is the WVPP?

Labor Code section 6401.9 requires that employers establish, implement, and maintain an effective written Workplace Violence Prevention Plan that includes but is not limited to the following:

- Accepting and responding to reports of workplace violence and prohibit employee retaliation
- Communicating with employees regarding workplace violence matters
- Responding to actual and potential emergencies
- Developing and providing training
- Identifying, evaluating, and correcting workplace violence hazards
- Performing post incident response and investigations

What is the WVPP?

The plan identifies 4 types of workplace violence

- **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, or visitors with the intent to harm.
- **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.



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Highlights of the WVPP

Plan Highlights

The WVPP identifies

- the four types workplace violence
- the training that will be provided to all employees
- how staff can report workplace hazards or threats
- how threats will be investigated
- how we will communicate with employees about matters
- periodic assessments to identify and evaluate workplace violence hazards and threats of workplace violence

The plan shall be implemented in connection with our comprehensive safety plan and policies.

Plan Highlights - Review

The WVPP is reviewed annually by the MVWSD Safety Committee.

- Any changes made are identified on the WVPP Change Log.
- When revisions or enhancements are not required, the review will be noted in the Change Log to indicate a review has been conducted and by whom.

Plan Highlights - Review

- During the 2024-2025 school year, there were no entries submitted to the Workplace Hazard Reporting Form or the Workplace Violence Incident Log

Plan Highlights - Changes

The MVWSD Safety Committee conducted an annual review of the WVPP plan and made the following changes:

- changed: "Workplace Violence Reporting Form" to Workplace Hazard Reporting Form
- discussed additional ways to provide access to the plan and accompanying forms
 - The plan and forms will be available on the intranet under Emergency Preparedness Page
 - It will also be available under the Human Resources page
 - A flyer with a QR Code to access the plan and forms will be posted in site workrooms



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Next Steps

Next Steps

- The plan will be reviewed with site administrators
- Training will be provided to all staff
- The plan and reporting forms will be posted on the district intranet and in workrooms for all staff
- Any hazards or violent events will be reviewed and investigated by the District Safety Committee
- Updates about any reported hazards or violence will be communicated to impacted employees

Action

With minimal changes to the plan, we ask the board to approve the plan as presented for the upcoming school year.



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Questions?