SAFETY COMMITTEE BRIEFING

Workplace Violence Prevention Updates

2025 employee survey, Title 8 §3343 rulemaking, and the District Plan

October 22, 2026

Updates

01

What employees told us

2025 feedback survey: 235 responses across all four worksites.

02

Where Title 8 stands

Cal/OSHA's §3343 rulemaking, the September 2026 draft, and the year-end deadline.

03

How our Plan measures up

Crosswalk of the 2024-25 Plan to §3343, and proposed next steps.

01 · 2025 SURVEY

Findings

235 employees: College of San Mateo 77, Skyline 75, Cañada 61, District Office 22. 57% have 8+ years with the District.

75%

feel safe at work; 13% feel unsafe, mostly outdoors after dark

27%

know where to find the Workplace Violence Prevention Plan

40%

say fear of retaliation could stop them from reporting

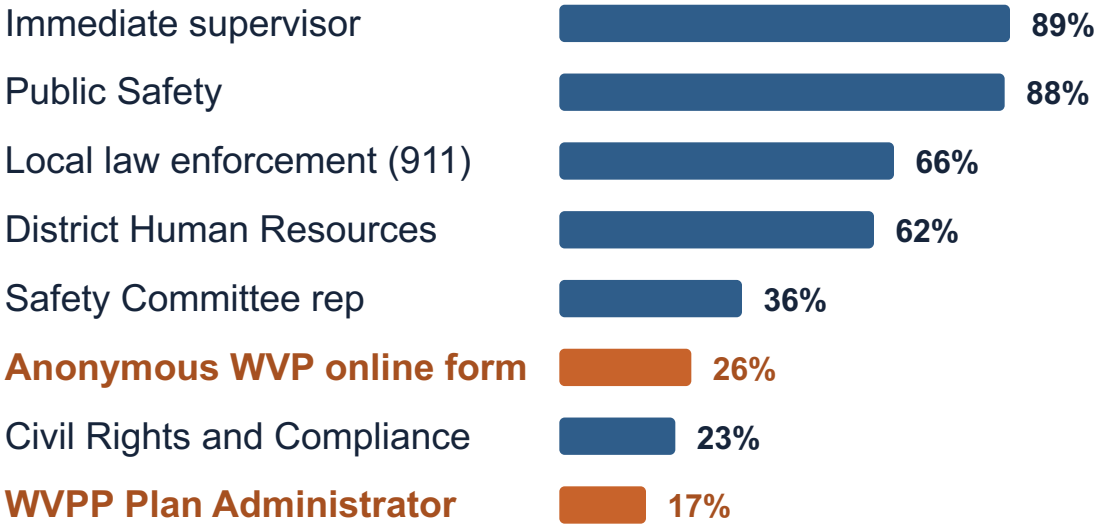
28%

of employees who reported a concern saw it addressed promptly

01 · 2025 SURVEY

Reporting: the Plan's own channels were the least known

Reporting options employees know



Why people hold back

40% fear retaliation
37% worry about confidentiality
25% doubt it will be taken seriously

The anonymous form is the channel built for exactly these concerns, yet only 1 in 4 employees knows it exists.

01 · 2025 SURVEY

Follow-through: of 72 who reported, 20 saw a prompt fix



20

Addressed promptly

28% of reporters

11

Slow response

15%

21

Resolution unknown

29% of reporters

20

Nothing was done

28% of reporters

23 more employees held concerns they did not report. The most common reasons: “Don't think it will make a difference” (31) and “Reported before with no results” (21).

01 · 2025 SURVEY

Hazards and training: what employees asked for

Hazards

Top two are operational: **inadequate staffing at certain times (27%)** and **hard-to-reach emergency communications (23%)**. Sites named in comments:

- No cell or Wi-Fi signal: CSM Bldg 36, Cañada Bldg 13
- CSM Bldg 1 exterior doors can't be secured quickly
- Skyline Bldg 19 isolated; motion-sensor lights go dark
- Cañada Bldg 9 PA inaudible in hallways
- District Office lobby door doesn't require a badge
- Glass-walled offices with no window covers

Training wanted beyond the Keenan video

De-escalation techniques	62%
Conflict resolution	54%
Mental health awareness	51%
Bystander intervention	47%

Annual is the most preferred frequency (44%). Online modules: 58%; in-person workshops: 49%. 9% said no more training is needed.

§3343 timeline: DIR adoption due Dec. 31, 2026

Sep 2023	Jul 1, 2024	2024–2025	Apr 23, 2026	Jul 22, 2026	Sep 2026	Oct 27, 2026	Dec 31, 2026
SB 553 signed into law	Labor Code 6401.9 enforceable; District Plan in place	Drafts; advisory meetings Jan and Nov 2025	Revised draft; comments closed Jun 1	Revised draft; comments closed Aug 17	Current discussion draft	In-person advisory meeting, Oakland	Standards Board must adopt

Today

Labor Code 6401.9 is the enforceable standard. Our 2024-25 Plan was written to it.

Next

§3343 turns the statute into a detailed Title 8 standard. The September draft is the best preview of the final text.

Source: Cal/OSHA, Workplace Violence Prevention in General Industry advisory page (dir.ca.gov)

September draft: requirements to plan around

(c)(10)(A)

Controls required

Engineering and work practice controls to eliminate or minimize exposure, to the extent feasible.

(c)(10)(B)

Self-defense protected

No retaliation for a lawful act of self-defense or defense of others.

(c)(11)

Post-incident steps

First aid, trauma counseling, a debriefing, and employee input on contributing factors.

(c)(6)(A)

A route around the supervisor

A designated person other than the direct supervisor when the supervisor is involved or hasn't responded.

(e)

Annual, interactive training

Initial and annual; training not given in person must answer questions within one business day.

(f)(4), (f)(7)

Records of reports

Reports, evaluations, and corrective actions are kept for 5 years

Source: Cal/OSHA §3343 discussion draft, September 2026

03 · CROSSWALK

Plan structure: 5 of 8 elements met

§3343 requirement	District Plan	Status	Update needed
(a) Scope, telework exception	§2.0	Met	None
(c)(1) Responsible persons	§4.0–4.2	Met	None
(c)(2) Employee involvement	§10.1	Update	Add roles in training design and investigations
(c)(3) Other employers	§10.4	Met	None
(c)(4) Reporting, anti-retaliation	§5.1, §5.5	Update	Reconcile form link: /wvp vs. /wpv (§5.1.5), reporting options outside direct supervisor, extend protection to authorized employee representatives
(c)(5) Compliance	§10.2	Met	None
(c)(6) Communication	§5.1, §8.2	Update	State a non-supervisor route; report outcomes
(c)(7) Emergency response	§5.0, §6.0	Update	Add evacuation and shelter-in-place procedures

03 · CROSSWALK

Program operations: 6 elements need updates

§3343 requirement	District Plan	Status	Update needed
(c)(8), (e) Training	§10.3	Update	State annual cycle; online Q&A within one business day
(c)(9) Hazard identification	§9.1–9.2	Update	Inspect when worksites or job duties change
(c)(10) Hazard correction	§9.3	Update	Add no retaliation for lawful self-defense
(c)(11) Post-incident response	§8.0	Update	Add first aid, debriefing, contributing-factor input
(c)(12) Plan review	§10.7	Met	None
(d) Violent Incident Log	§7.0, Att. A	Update	Replace party columns with classifications only
(f) Recordkeeping and access	§10.5–10.6	Update	Keep reports and responses 5 years; add trainer names

Most fixes are a sentence or a form field. Two change practice: closing the loop on reports, and annual training.

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Where the survey and §3343 point the same way

Employees told us	§3343 requires	Our move
27% can find the Plan	Plan easily accessible at all times; training on how to get a copy	One link; posters in every workroom
28% of reporters saw a prompt fix	Tell employees results and corrective actions; keep report records 5 years	Acknowledge every report; share status to the extent legally permissible
40% fear retaliation; 26% know the anonymous form	Reporting without fear of reprisal, including to someone other than the supervisor	Awareness campaign
62% want de-escalation; 44% want it annually	Annual training with interactive questions and answers	Annual, tiered curriculum
23% find emergency comms hard to reach	Inspections, and engineering controls to the extent feasible	Walk the named buildings

ALREADY UNDERWAY

Steps in progress

CHANCELLOR'S DIRECTION TO COLLEGE PRESIDENTS

CARES Team website disclaimers and adding reporting links

College CARES Team websites will state that a report to CARES is not a report to the WVP Team or HR, and will include links for reporting.

Keeps workplace violence reports from landing in a channel that doesn't trigger the Plan's response, logging, and follow-up.

HUMAN RESOURCES · DRAFT FOR CONSIDERATION

Proposed Library Code of Conduct and Notices

Posted notices of prohibited conduct, similar to those used by public libraries in San Mateo County.

A work practice control for public-facing spaces, where Type 2 violence by visitors is the main risk.

Next Steps for Discussion

1 Revise the Plan to §3343

Draft the ten updates now; finalize after the Standards Board adopts.

2 Annual Survey

Administer the survey annually

3 Close the loop on reports

Acknowledge every report, share status to the extent allowed via FERPA or employee confidentiality, keep records five years.

4 Increase Plan Visibility

One clear link and a one-page “how to report” poster, anonymous form included.

5 Annual live training

De-escalation first; answer online questions within one business day.

6 Walk the named sites

Facilities and Public Safety review of dead zones, doors, lighting and window covers.

Cal/OSHA advisory meeting, October 27, 2026. DIR adoption deadline: December 31, 2026.