

# Workplace Violence Prevention

EPWA wants you to be safe and secure at work. As such, the firm has adopted this policy regarding the Workplace Violence Prevention Plan (WVPP) that is also in compliance with a new CA law effective July 1st, 2024.

Acts or threats of physical violence, including intimidation, harassment, and/or coercion, that involve or affect the firm or that occur on the firm property or in the conduct of firm business off firm property, will not be tolerated. This prohibition against threats and acts of violence applies to all persons involved in firm operations, including, but not limited to, employees, contract workers, temporary employees, and anyone else on the firm property or conducting firm business off the firm property. Violations of this policy, by any individual, will lead to disciplinary and/or legal action as appropriate.

## 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 or client/visitor 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 or client/visitor sustains an injury.

## Four workplace violence types:

- Type 1** 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** Workplace violence directed at employees by customers, clients, patients, students, inmates, or visitors.
- Type 3** Workplace violence against an employee by a present or former employee, supervisor, or manager.
- Type 4** 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.

If you have experienced any of the workplace violence types listed above, please reach out to [HR@epwealth.com](mailto:HR@epwealth.com) or if there is an emergency, please call 911 immediately.

More information on the Workplace Violence Prevention Plan can be found on our website at [www.epwealth.com](http://www.epwealth.com)