

BULLYING, WORKPLACE VIOLENCE & SAFETY

As employers navigate workplace violence, bullying, and safety concerns, there are many federal and state resources that employers should consult when crafting policies to ensure a safe workplace. The resources below are designed to provide guidance on how to develop and enforce effective workplace violence prevention plans, address and combat bullying, and establish robust safety protocols.

NATIONAL RESOURCES

- [Department of Labor \(DOL\) Workplace Violence Resources](https://www.dol.gov/agencies/oasam/centers-offices/human-resources-center/policies/workplace-violence-program/appendices) (https://www.dol.gov/agencies/oasam/centers-offices/human-resources-center/policies/workplace-violence-program/appendices)

The DOL provides resources related to workplace violence, including relevant DOL policies, laws, and regulations related to violence in the workplace.

STATE AND LOCAL RESOURCES

While the federal government regulates and enforces many labor and employment laws, states and cities also have various entities responsible for ensuring workplace safety that provide helpful resources for assisting employers and employees in understanding state and local law.

ALASKA

- [Municipality of Anchorage Workplace Bullying Policy](https://www.muni.org/Departments/equal_opportunity/pages/policy_against_harrassment.aspx#:~:text=Discriminating%20against%20or%20harassing%20employees,law%20is%20prohibited%20and%20unlawful) (https://www.muni.org/Departments/equal_opportunity/pages/policy_against_harrassment.aspx#:~:text=Discriminating%20against%20or%20harassing%20employees,law%20is%20prohibited%20and%20unlawful)

CALIFORNIA

- [CAL OSHA Workplace Violence Prevention in General Industry \(Non-Healthcare Settings\)—Information for Employers](https://www.dir.ca.gov/dosh/dosh_publications/WPV-General-Industry-for-employers-fs.pdf) (https://www.dir.ca.gov/dosh/dosh_publications/WPV-General-Industry-for-employers-fs.pdf)



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- [Model Written Workplace Violence Prevention Plan for General Industry \(Non-Healthcare Settings\)](https://www.dir.ca.gov/dosh/dosh_publications/Model-WPV-Plan-General-Industry.docx)
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IDAHO

- [Sample Workplace Violence Policy—College of Eastern Idaho](https://www.cei.edu/policy/policy-109-workplace-violence#:~:text=An%20employee%20who%20is%20the,the%20Department%20of%20Human%20Resources)
(<https://www.cei.edu/policy/policy-109-workplace-violence#:~:text=An%20employee%20who%20is%20the,the%20Department%20of%20Human%20Resources>)

MONTANA

- [Montana Human Rights Bureau Policy Guide](https://erd.dli.mt.gov/_docs/human-rights/hrb-policy-guide.pdf)
(https://erd.dli.mt.gov/_docs/human-rights/hrb-policy-guide.pdf)

OREGON

- [BOLI: Workplace Bullying—Employer Resources](https://www.oregon.gov/boli/employers/pages/workplace-bullying.aspx)
(<https://www.oregon.gov/boli/employers/pages/workplace-bullying.aspx>)

WASHINGTON

- [Washington Department of Labor & Industries Workplace Bullying and Violence Resources](https://lni.wa.gov/safety-health/safety-research/ongoing-projects/workplace-bullying)
(<https://lni.wa.gov/safety-health/safety-research/ongoing-projects/workplace-bullying>)

Disclaimer: This summary is not legal advice and is based upon current statutes, regulations, and related guidance that is subject to change. It is provided solely for informational and educational purposes and does not fully address the complexity of the issues or steps employers must take under applicable laws. For legal advice on these or related issues, please consult qualified legal counsel directly.