



Trinity County Safety Newsletter

Creating a Safe Haven: Workplace Violence Prevention

In today's dynamic work environments, fostering a culture of safety and respect is paramount. Workplace violence, ranging from verbal abuse to physical harm, poses a significant threat to employees' well-being and organizational productivity. However, proactive measures can effectively prevent such incidents, ensuring a safe and harmonious workplace for all.

Education and Awareness

Empowering employees with knowledge is the first line of defense against workplace violence. With the passage of SB533 Workplace Violence Prevention Training is will become an annual required training for California Employer's beginning July 1st 2024. Comprehensive training programs should educate staff on recognizing warning signs, de-escalation techniques, and reporting procedures. By raising awareness and promoting a zero-tolerance policy towards violence, the county sets clear expectations for acceptable behavior.



Effective Policies and Procedures

Robust policies and procedures form the backbone of violence prevention strategies. These documents should define unacceptable conduct, outline disciplinary actions, and establish support mechanisms for victims. Regular reviews and updates ensure alignment with evolving workplace dynamics and legal requirements.

Promoting Communication and Support

Open communication channels encourage employees to voice concerns and seek assistance proactively. Establishing confidential reporting mechanisms, such as hotlines or anonymous feedback systems, empowers individuals to report potential threats without fear of retaliation. Additionally, providing access to counseling services fosters a supportive environment for addressing underlying issues.

Implementing Security Measures

Physical security measures, including access control, surveillance systems, and emergency response protocols, enhance workplace safety. Conducting risk assessments and developing emergency preparedness plans equip organizations to respond effectively to crises. Collaborating with law enforcement and relevant agencies strengthens external support networks.

Upcoming Events

Fathers' Day

June 16th

Spirit Day

"Dress for Summer"

June 19th

Juneteenth

June 19th

Employee Appreciation Picnic

June 20th

New Hire Orientation

June 25th

WORKPLACE VIOLENCE CONTINUED

Cultivating a Positive Work Culture

A positive work culture built on mutual respect, inclusivity, and empathy cultivates a harmonious environment. Encouraging teamwork, recognizing achievements, and promoting work-life balance fosters employee well-being and reduces stressors that may contribute to conflicts. Leaders play a crucial role in modeling respectful behavior and enforcing organizational values.

Continuous Evaluation and Improvement

Regular evaluations and feedback mechanisms enable organizations to assess the effectiveness of their violence prevention strategies. Analyzing incident data, conducting surveys, and seeking input from stakeholders facilitate continuous improvement initiatives. Adaptability and responsiveness to emerging challenges ensure ongoing protection for employees.

Conclusion

Workplace violence prevention is a collective responsibility that requires proactive measures, effective communication, and a supportive culture. By investing in education, policies, security measures, and a positive work environment, organizations can create a safe haven where employees thrive and conflicts are resolved.

Save the Date: Employee Appreciation Picnic

Thursday June 20th 11:00 am - 2:00 pm at Lowden Park

Come enjoy free food and a raffle.



Arrangements are being made to provide food for those employees unable to leave their work locations. Please email hr@trinitycounty.org if you will be unable to leave your work location.

New offering coming to next month's County Newsletter

Be on the lookout for announcements for Birthdays, Service Anniversaries and New Employees!





Important Training Information

With the passage of SB533, Workplace Violence Prevention Training is now required annually for every employee. Please plan to attend the first available training or watch a recorded training.

UPCOMING TRINDEL TRAININGS

• **Workplace Violence**

June 6th 9:00 am - 10:30 am

June 12th 2:00 pm - 3:30 pm

June 20th 9:00 am - 10:30 am

June 25th 10:30 am - 12:00 pm

June 28th 2:00 pm - 3:30 pm

• **Supervisor’s Academy**

“How to Have Those Difficult Conversations at Work”

June 19th @ 9:00 am

What would you like to see offered in our Wellness Program? If you have an idea for wellness opportunities you think the county should offer, please reach out HR and let us know, Email hr@trinitycounty.org

Health Tip of the Month

Summer is here, so make sure to drink plenty of water to prevent dehydration. Get creative and enhance your water with fruits or veggies such as lemons, cucumbers, strawberries or limes. Limit your caffeine intake and avoid sugary drinks.

Congratulations to the following winners of the April Stretch Ticket Prizes.

- Jenn Collins - HHS
- Edna Bermejo - BHS
- Mary Johnson - Tax
- Laura Lyons - DOT
- Ivana Thomas - Tax

HEALTH AND WELLNESS

Anyone is able to participate in the Wellness Program, you can participate by:

- Earning 1 ticket for participating in daily stretching
- Earning 1 ticket for every 5,000 steps during your workday, including lunch and breaks. (Tracking to verify)
- Earning 1 ticket if you walk over 2 miles in the course of a week during work hours, including breaks and lunches.

A monthly raffle will be held where participant’s can win a \$20 gift card to a local business of their choice.

As a reminder stretch tickets are due in the morning of the last working day of the month to Risk Management.

Congratulations to the following winners of the May Stretch Ticket Prizes.

- Sonni DeMello - HHS
- Carolyn Foster - HHS
- Jeanetty Martinelli - HHS
- Jessica Tillinghast - CRA
- Maddy Woodman- CRA



SPIRIT DAYS

“Film and TV”



Upcoming Spirit Day

“Dress for Summer” - June 19th

Please feel free to send your photos to
HR@trinitycounty.org