



# AR

## Workplace Violence Prevention Laws & Regulations



# (HR) 1195

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### **TRAINING AND EDUCATION**

With respect to the covered employees covered under a Plan of a covered employer, the employer shall provide training and education to such employees who may be exposed to workplace violence hazards and risks, which meet the following requirements:

(A) Annual training and education shall include information on the Plan, including identified workplace violence hazards, work practice. Control measures, reporting procedures, record keeping requirements, response procedures, anti-retaliation policies, and employee rights.

(B) Additional hazard recognition training shall be provided for supervisors and managers to ensure they (i) can recognize high-risk situations; and (ii) do not assign employees to situations that predictably compromise the safety of such employees. (C) Additional training shall be provided for each such covered employee whose job circumstances have changed, within a reasonable timeframe after such change. (D) Additional training shall be provided for each such covered employee whose job circumstances require working with victims of torture, trafficking, or domestic violence.

(E) Applicable training shall be provided under this paragraph for each new covered employee prior to the employee's job assignment.

(F) All training shall provide such employees opportunities to ask questions, give feedback on training, and request additional instruction, clarification, or other follow up.

(G) All training shall be provided in-person and by an individual with knowledge of work-place violence prevention and of the Plan, except that any annual training described in subparagraph

(A) provided to an employee after the first year such training is provided to such employee may be conducted by live video if in-person training is impracticable.