

**PRIE Winery (ONE VARIA LLC)**  
**Revision 1.0, Feb 25, 2023**

**Workplace Anti-Violence Plan**

All employees of PRIE Winery (ONE VARIA LLC) have the right to a safe, secure, and violence-free work environment. PRIE Winery (ONE VARIA LLC) recognizes this right and acknowledges that nothing is more important than the safety and security of its employees.

PRIE Winery (ONE VARIA LLC)'s prohibition against violent, threatening, or intimidating behavior applies to all persons involved in its operations. As such, PRIE Winery (ONE VARIA LLC) shall protect its employees and visitors against acts of violent, threatening, or intimidating behavior that may occur in the work environment.

**Policy:**

PRIE Winery (ONE VARIA LLC) is committed to providing a workplace that is free from acts of violence or threats of violence. In keeping with this commitment, PRIE Winery (ONE VARIA LLC) has established a policy that provides "zero tolerance" for actual or threatened violence against co-workers, visitors, or any other persons who are either on our premises or have contact with employees in the course of their duties. We define workplace violence as actions or words that endanger or harm another employee or result in other employees having a reasonable belief that they are in danger.

**Policy:**

Hate crimes are criminal acts or attempted criminal acts against an individual or group of individuals because of their actual or perceived race, color, religion, ancestry, national origin, sexual orientation, gender, or disability. Because they are targeted for who they are, victims of hate crimes continue to feel threatened long after an attack. These crimes victimize everyone — individuals and our entire community.

Some hate-motivated offenses do not rise to the level of a crime that can be charged in court. These acts are called hate incidents. Although they may not meet the definition of a crime, they leave individuals feeling victimized and can escalate into criminal behavior.

Free speech is protected by the United States Constitution and is not a hate crime. However, speech that carries a credible threat of violence against an individual or group of people is criminal.

The following acts are examples of hate crimes under California law (<https://oag.ca.gov/hatecrimes>) when they are motivated by the victim's actual or perceived race, color, religion, ancestry, national origin, sexual orientation, gender, or disability:

- Using force or threatening to use force to injure, intimidate, or interfere with another person who is exercising his or her constitutional rights
- Defacing or damaging another person's property to intimidate or interfere with that person's free exercise of his or her constitutional rights
- Desecrating a religious symbol or displaying a swastika on another person's property with the intent to terrorize another person
- Vandalizing, burning, or bombing a church, synagogue, mosque, or other house of worship to terrorize other persons

Hate crimes and discrimination are violations of PRIE Winery (ONE VARIA LLC) policies. PRIE Winery (ONE VARIA LLC) is committed to creating an atmosphere in which all persons and groups can work and gather free of unlawful discrimination.

Additional information: <https://oag.ca.gov/system/files/media/hate-crimes-brochure-english.pdf>.

### **Policy:**

It is the policy of PRIE Winery (ONE VARIA LLC) and the responsibility of its managers and all its employees to maintain a workplace free from threats and acts of violence. PRIE Winery (ONE VARIA LLC) will work to provide a safe workplace for employees and for visitors to the workplace. Each employee, and everyone with whom we come into contact in our work, deserves to be treated with courtesy and respect.

### **Description:**

PRIE Winery (ONE VARIA LLC) does not tolerate any type of workplace hate crime or hate incidents, or violence committed by or against employees. Employees are prohibited from making threats or engaging in violent activities.

### **Prohibited Conduct**

The list of behaviors, while not exhaustive, provides examples of conduct that is prohibited:

- Hate crime or incidents as defined under California law (<https://oag.ca.gov/hatecrimes>).
- Causing physical injury to another person.
- Making threatening remarks.
- Acting out in an aggressive or hostile manner that creates a reasonable fear of injury to another person or subjects another individual to emotional distress.
- Intentionally damaging employer property or property of another employee.
- Possessing a weapon while on PRIE Winery (ONE VARIA LLC) property or while on PRIE Winery (ONE VARIA LLC) business.
- Committing acts motivated by, or related to, sexual harassment or domestic violence.

## **Reporting Procedures**

Any potentially dangerous situations must be reported immediately to your supervisor, Incident Response Coordinator/Team, or the Human Resources Department. Reports of workplace violence may be made anonymously and investigated accordingly. Reports or incidents warranting confidentiality will be handled appropriately and information will be disclosed to others only on a need-to-know basis. All parties involved in a situation will be counseled and the results of investigations will be discussed with them. PRIE Winery (ONE VARIA LLC) will take appropriate action at any indication of a potentially hostile or violent situation.

## **Risk Reduction Measures**

While the PRIE Winery (ONE VARIA LLC) does not expect employees to be skilled at identifying potentially dangerous persons, employees are expected to exercise good judgment and to inform PRIE Winery (ONE VARIA LLC) staff if any employee, claimant, customer, or vendor exhibits behavior which could lead to a potentially dangerous situation. Such behavior includes, but is not limited to, the following:

- Discussing dangerous weapons and/or bringing such weapons into the workplace.
- Displaying overt signs or extreme stress, resentment, hostility, or anger.
- Making threatening remarks.
- Exhibiting sudden or significant deterioration of performance.
- Displaying irrational or inappropriate behavior.

PRIE Winery (ONE VARIA LLC) will identify and maintain a list of workplace violence incidents and will design a plan to prepare for possible emergency situations.

## **Dangerous/Emergency Situations**

Employees who confront or encounter an armed or dangerous person should not attempt to challenge or disarm the individual. Employees should remain calm, make constant eye contact, and talk to the individual. If a supervisor can be safely notified of the need for assistance without endangering the safety of the employee or others, such notice should be given.

## **Enforcement**

Threats, threatening conduct, or any other acts of aggression or violence in the workplace will not be tolerated. Any employee determined to have committed such acts will be subject to disciplinary action, up to and including termination.

Non-employees engaged in violent acts on the employer's premises will be reported to the proper authorities and fully prosecuted.

## **Commitments and Responsibilities**

Successful implementation of this policy requires the commitment and cooperation of all PRIE Winery (ONE VARIA LLC) Personnel.

- Demonstrate organizational concern for employees' and customers' emotional and physical health and safety.
- Oversee Violence in the Workplace Program to ensure that all managers, supervisors, and employees understand their obligations.
- Allocate authority and resources to responsible parties in the Incident Response Team.
- Provide a comprehensive program of medical care and psychological counseling and debriefing for employees experiencing or witnessing assaults and other violent incidents.
- Encourage employees to report violent incidents promptly.

## **PRIE Winery (ONE VARIA LLC) Involvement and Commitment**

- Encourage employees to promptly report incidents and to suggest ways to reduce or eliminate risks.
- Develop and maintain a comprehensive plan for maintaining security in the workplace, including establishing a liaison with law enforcement and others.
- Conduct worksite analysis to determine existing or potential hazards for workplace violence.
- Record, track, monitor, and analyze workplace violence incidents.
- Conduct workplace security analysis.
- Assist with training and educating employees of potential workplace violence incidents.
- Create policy of zero tolerance for workplace violence, including verbal and nonverbal threats and related actions.
- Ensure that employees who report or experience workplace violence will not experience retaliation of any kind.
- Encourage employees to promptly report incidents and suggest ways to reduce or eliminate risks.
- Conduct and/or provide training and education to employees regarding potential workplace violence incidents.
- Support and implement appropriate recommendations from the Employee Safety and Health Committee.

## **Employee Involvement and Commitment:**

- Understand and comply with the Violence in the Workplace Program and any other safety and/or security measures in place by the PRIE Winery (ONE VARIA LLC).
- Participate in an employee suggestion procedure covering safety and security concerns.
- Promptly report violent incidents or potential for violence to your manager, or supervisor.

- Participate in continuing education program that covers techniques to recognize escalating agitation, assaultive behavior, or criminal intent.