REDWOOD EMPIRE FOOD BANK

Workplace Violence Prevention Plan

Redwood Empire Food Bank's Workplace Violence Prevention Plan (WVPP) is intended to identify, evaluate, and correct workplace violence hazards; prevent and mitigate workplace violence incidents; and otherwise address workplace violence matters in accordance with Labor Code section 6401.9.

Date of last review: 6/30/2026

Date of last revision(s): 6/30/2026

DEFINITIONS

"Emergency" means unanticipated circumstances that can be life-threatening or pose a risk of significant injuries to employees or other persons.

"Engineering controls" means an aspect of the built space or a device that removes a hazard from the workplace or creates a barrier between the employee and the hazard.

"**Log"** means the violent incident log required by Labor Code section 6401.9.

"Plan" means the workplace violence prevention plan required by Labor Code section 6401.9.

"Threat of violence" means any verbal or written statement, including, but not limited to, texts, electronic messages, social media messages or other online posts, or any behavioral or physical conduct, that conveys an intent, or that is reasonably perceived to convey an intent, to cause physical harm or to place someone in fear of physical harm, and that serves no legitimate purpose.

"Workplace violence" means any act of violence or threat of violence that occurs in a place of employment. 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 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 sustains an injury.
- The following four workplace violence types:
  - **"Type 1 violence,"** which means 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 violence,"** which means workplace violence directed at employees by customers, clients, patients, students, inmates or visitors.

- **"Type 3 violence,"** which means workplace violence against an employee by a present or former employee, supervisor, or manager.
- **"Type 4 violence,"** which means 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.

Workplace violence does not include lawful acts of self-defense or defense of others.

"Work practice controls" means procedures and rules, which are used to effectively reduce workplace violence hazards.

Workplace Violence Prevention Plan Responsibility

The following individual(s) have authority and responsibility for implementing the provisions of this plan. If multiple persons are responsible for the plan, their specific roles are described.

Job Title/Position	Name	WVPP Responsibilities	Phone/ Ext. Number	Email
President and Chief Executive Officer	Allison Goodwin	WVPP Administrator; overall responsibility for WVPP administration.	707-364-0584	agoodwin@refb.org
Chief People & Culture Officer	Patty Striniste	WVPP Administrator; employee training and compliance for WVPP; investigation, evaluation, and determination on disciplinary action as applicable.	408-230-2278	pstriniste@refb.org
Chief Operations Officer	Alison Smith	Oversight of REFB Facility, Safety Program and Injury Illness Prevention Plan.	707-800-5640	asmith@refb.org
Director of Facilities, Fleet & IT Operations	Rod Towery	Safety Program Manager; Facility Manager; employee training; investigation, evaluation, and correction of workplace violence hazards.	707-322-6509	rtowery@refb.org

All managers and supervisors are responsible for implementing and maintaining the WVPP in their work areas and for answering employee questions about the WVPP.

Employee Involvement

Redwood Empire Food Bank maintains the following policies and procedures to obtain the active involvement of employees in developing and implementing the WVPP. All employees are invited to participate in:

- Identifying, evaluating and determining corrective measures to prevent workplace violence.
- Employees are encouraged to report hazards and concerns and otherwise provide related feedback and suggestions to managers, supervisors and WVPP administrators through various company communication methods, including in-person communication, email, phone, by submitting a help desk ticket, and our anonymous reporting program, Miratech Ethics Hotline.
- Employees are encouraged to participate in the design and implementation of the WVPP training program through written and oral suggestions and feedback provided to managers, supervisors and WVPP administrators, which will be incorporated into training materials as applicable and/or as needed.
- Employees are encouraged to participate in developing efficient and timely methods of reporting and investigating workplace violence incidents through oral and written suggestions and feedback provided to managers, supervisors and WVPP administrators.
- The company will ensure that all workplace violence policies and procedures within this written plan are clearly communicated and understood by all employees. Managers and supervisors will enforce the rules fairly and uniformly.
- All employees will follow all workplace violence prevention plan directives, policies and procedures, and assist in maintaining a safe work environment.
- The plan shall be in effect at all times and in all work areas, and be specific to the hazards and corrective measures for each work area and operation.

Employee Access to the Written WVPP

Redwood Empire Food Bank ensures that the WVPP plan shall be in writing and shall be available and easily accessible to all employees and representatives of the California Division of Occupational Safety and Health (Cal/OSHA) at all times. This will be accomplished by:

- Whenever an employee or designated representative requests a copy of the written WVPP, we will provide the requester with a printed copy unless the employee or designated representative agrees to receive an electronic copy. Requests for a copy of the WVPP should be directed to People & Culture.
- The WVPP will be accessible through our company intranet site, The Wrap, which allows an employee to review, print and email the current version of the written WVPP.

Coordination With Other Employers

Redwood Empire Food Bank maintains the following practices and methods to coordinate the implementation of its WVPP with other employers to ensure that those employers and employees understand their respective roles, as provided in the plan.

- All employees are provided training on workplace violence prevention.
- Workplace violence incidents involving any employee are reported, investigated and recorded. If the incident is at a multiemployer worksite, Redwood Empire Food Bank provides a copy of that log to the controlling employer.

Workplace Violence Incident Reporting Procedure

Redwood Empire Food Bank will implement the following procedures to ensure that it can effectively accept and respond to reports of workplace violence:

- All threats or acts of workplace violence must be reported to an employee's supervisor or manager, any member of management, or People & Culture, who will inform the WVPP administrator(s). This will be accomplished by in-person communication, email, or phone. If that's not possible, employees will report incidents directly to the WVPP administrators Allison Goodwin, President and Chief Executive Officer or Patty Striniste, Chief People & Culture Officer.
- Employees may also report incidents directly to WVPP administrators through various company communication methods, including in-person communication, email, phone, or the incident report form.
- Employees may also report violence incidents anonymously through the company's anonymous reporting program, Miratech Ethics Hotline: https://report.syntrio.com/_StandardCustomURL/LHILandingPage.asp.

Redwood Empire Food Bank will neither retaliate against anyone for reporting a workplace violence incident, nor tolerate or permit retaliation by management, employees or coworkers for reporting a workplace violence incident. An employee who retaliates against a coworker for reporting an incident is subject to discipline, up to and including termination.

Employee Compliance

Redwood Empire Food Bank maintains the following effective procedures to ensure that all employees, both supervisory and nonsupervisory, comply with the WVPP:

- Training employees, supervisors and managers on all WVPP provisions upon its initial establishment or upon hire, and through annual WVPP training sessions. Additionally, Redwood Empire Food Bank will provide periodic training whenever a new or previously unrecognized workplace violence hazard has been identified and when changes are made to the plan.
- Retraining employees whose safety performance is deficient or inconsistent with the WVPP.
- If employees do not comply with the WVPP, the result will be a disciplinary action depending on the circumstances and merits of the specific situation. Disciplinary actions can range from verbal warning, written warning, final written warning, suspension, or termination.

Communication with Employees

Redwood Empire Food Bank recognizes that open communication between our management team, employees and other employers about workplace violence incidents, hazards and concerns is critical to a safe and productive workplace. Our communication system is designed to facilitate effective and efficient communication of information in a form that is readily understandable by all employees. To that end, we maintain the following communication procedures regarding workplace violence matters:

- New employee orientation that includes workplace violence prevention policies and procedures.
- Workplace violence prevention training programs upon implementation of the WVPP and annually thereafter, with additional periodic training whenever a new or previously unrecognized workplace violence hazard has been identified and when changes are made to the plan.
- Procedures for employees to report a violent incident, threat or other workplace violence concern to their employer or law enforcement without fear of reprisal or adverse action, which include:
    - Reporting a violent incident, threat, or other workplace violence concern to their supervisor, who will then notify the WVPP administrators.
    - Reporting a violent incident, threat, or other workplace violence concern to any member of the management team, who will then notify the WVPP administrators.
    - Reporting the incident, threat, or other workplace violence concern to People & Culture, who will submit it to the WVPP administrators.
    - Directly to the WVPP administrators, Allison Goodwin or Patty Striniste.
    - Employees may use the company's reporting program, Miratech Ethics Hotline.
    - The Workplace Violence Contact Information form is posted on the bulletin board outside of the Staff Kitchen (where the other compliance posters are located) and the bulletin board located in the warehouse. Employees may reference that form to contact WVPP administrators or law enforcement.
    - In the event of an emergency, employees should dial 911. There are also panic buttons located at the front receptionist desk and in the Food Connections Market.
- Employees' reports of violent incidents, threats or workplace violence concerns will be investigated in a timely manner, and employees will be informed of the investigation results and any corrective actions to be taken.
- The company will investigate such reports in a timely manner by gathering information from employees and other individuals as needed, depending on the reported incident, threat or concern, including by in-person communication/conversations; written reports and witness statements; and consultations and conversations with law enforcement, security or other third parties as needed.
- The company will provide updates on the status of investigations and corrective actions to employees through email and/or meetings. Depending on the nature of the investigation, these updates could include information about the progress of investigations, the results of investigations, and any corrective actions taken.
- The company will provide updates during meetings with other employers in the area, as applicable, to discuss workplace violence concerns and the WVPP. These meetings could involve sharing updates to the plan, discussing recent incidents, and coordinating training sessions.
- Sharing training materials and incident reports with other employers to ensure a coordinated response to any incidents.
- During our monthly Safety Committee Meetings, we will address potential security issues and potential workplace violence hazards.
- Posting or distributing workplace violence prevention information via in-person meetings, on company bulletin boards, emails to employees, and on The Wrap.
- Ensuring that supervisors and employees can communicate effectively and in the employees' first language.
- In the event of a workplace violence incident, employees may access their personal mobile device or other communications device for seeking emergency assistance,

assessing the safety of the situation, or communicating with a person to verify their safety.

Emergency Response Procedures

Redwood Empire Food Bank has in place the following specific measures to handle actual or potential workplace violence incidents and emergencies:

The means we will use to alert employees of the presence, location, and nature of workplace violence emergencies by the following:

- Audible and visual alarms (fire alarm system).
- Phone, text, and other electronic alerts will be sent to employees.
- Verbal communication will be used when effective.
- Utilization of IBS to send a broadcast message to all employees.

Redwood Empire Food Bank maintains an evacuation plan:

- The evacuation plan is located on The Wrap.
- The evacuation plan includes a map of the facility which includes evacuation routes; exit paths; and the location of the emergency exits, first aid kits, and fire extinguishers.
- Employees can obtain help from staff, security personnel or law enforcement through the following means:
  - In the event of an emergency, including a workplace violence emergency, call for emergency assistance by dialing 911.
  - To report suspicious activity to the Sonoma County Sheriff's Department, call 707-565-2121.
  - When it is safe to do so, notify the WVPP Administrators:

Job Title/Position	Name	WVPP Responsibilities	Phone/ Ext. Number	Email
President and CEO	Allison Goodwin	WVPP Administrator and overall responsibility of WVPP administration.	707-364-0584	agoodwin@refb.org
Chief People & Culture Officer	Patty Striniste	WVPP Administrator; employee training and compliance for WVPP; investigation of incidents; determination of disciplinary action when applicable.	408-230-2278	pstriniste@refb.org

  - Contact information for response staff and local law enforcement is posted with the *Workplace Violence Contact Information* form in the following common areas:
    - Bulletin boards located outside the Staff Kitchen breakroom and on the warehouse employee bulletin board.

Training and Instruction

All employees, both supervisory and nonsupervisory, will have training and instruction on general and job-specific workplace violence practices. These sessions could involve presentations, videos, discussions, practical exercises and distribution of written materials. Training and instruction will be provided as follows:

- When the WVPP is first established.
- Annually to ensure all employees understand and comply with the plan.
- Training when a new or previously unrecognized workplace violence hazard has been identified and when changes are made to the plan. The additional training may be limited to addressing the new workplace violence hazard or changes to the plan.

Redwood Empire Food Bank will provide its employees with training and instruction on the definitions found on page 1 of this plan and the requirements listed below:

- This WVPP, how to obtain a copy of the WVPP at no cost, and how to participate in the WVPP's development and implementation.
- How to report workplace violence incidents or concerns to the employer or law enforcement without fear of reprisal.
- Workplace violence hazards specific to the employees' jobs, the corrective measures implemented, how to seek assistance to prevent or respond to violence, and strategies to avoid physical harm.
- The violent incident log and how to obtain copies of records pertaining to hazard identification; evaluation and correction; training records; and violent incident logs.
- Opportunities Redwood Empire Food Bank has for interactive questions and answers with a person knowledgeable about the WVPP.
- Ways to defuse hostile or threatening situations through De-escalation Training through Homeless Training for all employees.
- Emergency medical care is available in the event of any violent act upon an individual in the workplace through Kaiser Permanente – either through Occupational Medicine or the Emergency Room.
- Post-event trauma counseling can be accessed through medical benefits offered by REFB including Sutter Health and Kaiser Permanente. In addition, Principal offers employees an emotional support health line.

Workplace Violence Hazard Identification and Evaluation

The following policies and procedures are established and required to be conducted by Redwood Empire Food Bank to ensure that workplace violence hazards are identified and evaluated.

Inspections shall be conducted when the plan is first established, after each workplace violence incident, and whenever the company is made aware of a new or previously unrecognized hazard.

Redwood Empire Food Bank will review all submitted/reported concerns of potential hazards through the following means:

- Directly to their supervisor, or any member of the leadership team via text, email, phone call, or in-person communication.
- Through the anonymous reporting program, Miratech Ethics Hotline.
- By submitting a Facilities Request via The Wrap or emailing facilities@refb.org.
- By emailing the general HR email HResources@refb.org.

Periodic Inspections

Periodic inspections of workplace violence hazards will identify unsafe conditions and work practices. This may require assessment for more than one type of workplace violence. Periodic inspections shall be conducted when the WVPP is first established, after each workplace violence incident, and whenever the company is made aware of a new or previously unrecognized hazard.

Periodic inspections to identify and evaluate workplace violence and hazards will be performed by the following designated personnel in the following areas of the workplace:

Name/Job Title	Department/Location
Rod Towery, Director of Facilities, Fleet, and IT Operations.	Rod is in the Operations Department. As our Director of Facilities, he has oversight of our Safety Program, he will be responsible for completing inspections, identifying and evaluating workplace violence and hazards at 3990 Brickway Blvd. Santa Rosa, CA 95401.
Patty Striniste, Chief People & Culture Officer	Patty oversees the Human Resources Department. As Patty is part of the Safety Committee and the Administrator of the WVPP, she will be responsible for identifying workplace violence and hazards and ensuring the mitigation of any identified at 3990 Brickway Blvd. Santa Rosa, CA 95401
Allison Goodwin, President and Chief Executive Officer	Allison Goodwin is the President and Chief Executive Officer and Administrator of the WVPP. Allison has the responsibility and oversight of the WVPP.
Alison Smith, Chief Operations Officer	Alison oversees the Operations Department. Alison oversees the facility and safety. She will be responsible for overseeing inspections and ensuring the mitigation of any workplace violence and hazards identified at 3990 Brickway Blvd. Santa Rosa, CA 95401.
Jessica Hernandez, Director of Programs	Jessica is the Director of our Programs Department. As such, she has oversight of the food distributions that take place

	throughout Sonoma, Lake, and Mendocino Counties.
Eddie Barajas, Programs Safety & Compliance Manager	Eddie's role includes oversight of the safety inspections of the food distribution sites throughout Sonoma, Lake, and Mendocino Counties. Eddie will assist with identifying workplace hazards and making recommendations to mitigate hazards.

Inspections for workplace violence hazards include assessing:

- The exterior and interior of the workplace for its potential for robbery, burglary, or other criminal acts.
- The placement of 45 video cameras and whether additional cameras are needed or need to be re-focused on a different part of the facility.
- Ensuring employees receive access to the building specific to their role in the organization.
- Ensuring we follow our building access management process to update the system for new employees and terminating employees.
- Weekly facility inspection by the Director of Facilities to identify any safety hazards in the workplace.
- The employees and areas where interacting with members of the public and any potential risk factors based on those interactions.
- The number of employees onsite and risk factors for employees working in small numbers or alone.
- Continuously evaluating the need for or effectiveness of existing security/violence surveillance measures, such as mirrors and cameras.
- Adequate illumination of all work areas, including hallways, entranceways and parking areas.
- Ensuring existing alarm systems, including the panic buttons, are in working order.
- Procedures for reporting suspicious or unusual activities or persons.
- Posting of emergency contact information for law enforcement, security and emergency services.
- Employees' skill and knowledge in safely handling threatening or hostile customers, service recipients or other members of the public.
- The use of work practices such as the "buddy" system where employees operating heavy equipment do not work alone; notifying a buddy when working in the office if alone.

When a hazard has been identified, the company will analyze the hazard in coordination with appropriate persons, such as employees, management personnel, security services and/or law enforcement personnel, in order to identify timely methods to correct the hazard.

Workplace Violence Hazard Correction

Workplace violence hazards will be evaluated and corrected in a timely manner. After such hazards are identified, either through periodic inspection, review and evaluation of submitted reports and concerns, or other means, Redwood Empire Food Bank will implement the following effective procedures to correct these workplace violence hazards:

- The WVPP administrators will immediately begin taking appropriate steps to evaluate and address the hazard to ensure it is corrected in a timely manner. Depending on the hazard, this may generally include, for example:
  - Communicating corrective measures and/or procedures to employees, management personnel and/or security services.
  - Engaging the Director of Facilities and/or and the Chief Operations Officer to help with obtaining services for maintenance, repair, replacement or purchase of equipment, and/or making improvements or alterations to company infrastructure, systems and/or property.
  - Training or retraining personnel on workplace violence procedures.
  - Any other actions needed to timely correct the workplace violence hazard.
- If an imminent workplace violence hazard exists that cannot be immediately abated without endangering employee(s), all exposed employee(s) will be removed from the situation except those necessary to correct the existing condition. Employees necessary to correct the hazardous condition will be provided with the necessary protection.
- All corrective actions taken will be documented and dated on the appropriate forms.
- The company will take corrective measures for workplace violence hazards that may include the following specific measures:
  - Minimizing the workplace's attractiveness for potential criminal activity, such as robbery, burglary or other criminal acts by:
    - Maintaining, replacing, repairing and/or improving lighting around and at the workplace, including exterior lighting around parking areas and building entrances.
    - Posting signs notifying the public that cameras are monitoring the facility and no/limited cash is kept on the premises.
    - Maintaining, replacing, repairing and/or improving surveillance and security measures, such as cameras and mirrors, to provide information as to what is going on outside and inside the workplace in order to dissuade criminal activity.
    - If applicable, installing additional security surveillance cameras in and around the workplace.
  - Maintaining and keeping our building access management system (including fobs, codes, and door locks) up to date and in working order at all times.
  - Modifying schedules and/or security measures to correct hazards associated with employees working alone or in small groups, and/or employees working late night/early morning hours.
  - Maintaining, replacing, repairing and/or improving employer communication systems to ensure employees can report workplace violence incidents and contact emergency services.
  - Posting the most recent contact information for WVPP administrators, law enforcement, fire and medical services in common areas.
  - Correcting, modifying and/or retraining on methods and procedures to control, access and monitor movement within the workplace by non-employees, including customers, clients, visitors, deliveries, recently discharged employees and persons with whom one of our employees is having a dispute.
  - Maintaining, repairing or installing effective systems to warn others of violence or a danger, or to summon assistance, e.g., PA system, alarms or panic buttons.
  - Ensuring adequate employee escape routes and modifying existing routes as needed for effectiveness.

- Ensuring that employee disciplinary and discharge procedures address the potential for workplace violence.

Procedures for Post Incident Response and Investigation

After a workplace incident, the WVPP administrator or their designee will implement the following post-incident procedures:

- Visit the scene of an incident as soon as safe and practicable.
- Interview involved parties, such as employees, witnesses, law enforcement and/or security personnel.
- Obtain written statements as applicable.
- Review security footage and access logs of existing security systems, if any.
- Examine the workplace for security risk factors associated with the incident, including any previous reports of inappropriate behavior by the perpetrator.
- Determine the likely cause of the incident.
- Take corrective action consistent with this WVPP to correct this workplace violence hazard and prevent similar incidents from occurring.
- Document the findings and ensure corrective actions have been carried out.
- Obtain any reports completed by law enforcement.
- Use the *Workplace Violence Incident Log* form for every workplace violence incident and include the following information:
    - The date, time and location of the incident
    - The workplace violence type(s) involved in the incident.
    - A detailed description of the incident.
    - A classification of who committed the violence, including whether the perpetrator was a client or customer, family or friend of a client or customer, stranger with criminal intent, coworker, supervisor or manager, partner or spouse, parent or relative, or other perpetrator.
    - A classification of circumstances at the time of the incident, including, but not limited to, whether the employee was completing usual job duties, working in poorly lit areas, rushed, working during a low staffing level, isolated or alone, unable to get help or assistance, working in a community setting, or working in an unfamiliar or new location.
    - A classification of where the incident occurred, such as in the workplace, parking lot or other area outside the workplace, or other area.
    - The type of incident, including, but not limited to, whether it involved any of the following:
        - Physical attack without a weapon, including, but not limited to, biting, choking, grabbing, hair pulling, kicking, punching, slapping, pushing, pulling, scratching or spitting.
        - Attack with a weapon or object, including, but not limited to, a firearm, knife or other object.
        - Threat of physical force or threat of the use of a weapon or other object.
        - Sexual assault or threat, including, but not limited to, rape, attempted rape, physical display, or unwanted verbal or physical sexual contact.
        - Animal attack.
        - Other.

    - Consequences of the incident, including, but not limited to:
        - Whether security or law enforcement was contacted and their response.
        - Actions taken to protect employees from a continuing threat or from any other hazards identified as a result of the incident.
    - Information about the person completing the log, including their name, job title and the date completed.
- Review all previous incidents.
- Begin WVPP review consistent with this plan's "WVPP Review and Revision" provisions.
- Support and resources, such as counseling services, are provided to affected employees.

Ensure that no personal identifying information is recorded or documented in the written investigation report. This includes information that would reveal identification of any person involved in a violent incident, such as the person's name, address, email address, telephone number, Social Security number or other information that, alone or in combination with other publicly available information, reveals the person's identity.

WVPP Review and Revision

The Redwood Empire Food Bank WVPP will be reviewed for effectiveness:

- At least annually.
- When a deficiency is observed or becomes apparent.
- After a workplace violence incident.
- As needed.

Review and revision of the WVPP will include the procedures listed in this WVPP's "Employee Involvement" section, as well as the following procedures to obtain the active involvement in reviewing the plan's effectiveness:

- Reviewing workplace violence investigations, findings and violent incident log(s).
- Assessing the effectiveness of security systems, including alarms, emergency response and security personnel availability (if applicable).
- Review that violence risks are being properly identified, evaluated, and corrected, and that any necessary revisions are made promptly and communicated to all employees. These revisions could involve changes to procedures, updates to contact information and additions to training materials.

Recordkeeping

Redwood Empire Food Bank will:

- Create and maintain records of workplace violence hazard identification, evaluation and correction for a minimum of five (5) years.
- Create and maintain training records for a minimum of one (1) year and include the following:
    - Training dates.
    - Contents or a summary of the training sessions.
    - Names and qualifications of persons conducting the training and the job titles of all persons attending the training sessions.

- Maintain violent incident logs for minimum of five (5) years.
- Maintain records of workplace violence incident investigations for a minimum of five (5) years.
    - The records shall not contain medical information per subdivision (j) of section 56.05 of the Civil Code.
- Make available to Cal/OSHA upon request for examination and copying records of workplace violence hazard identification, evaluation and correction; and training, incident logs and workplace violence incident investigations required by Labor Code section 6401.9(f).

Employee Access to Records

The following records shall be made available to employees and their representatives, upon request and without cost, for examination and copying within **15 calendar days of a request**:

- Records of workplace violence hazard identification, evaluation and correction.
- Training records.
- Violent incident logs.

Employer Reporting Responsibilities

As required by California Code of Regulations (CCR), Title 8, Section 342(a) Reporting Work-Connected Fatalities and Serious Injuries, Redwood Empire Food Bank will immediately report to Cal/OSHA any serious injury or illness (as defined by CCR, Title 8, Section 330(h)) or death (including any due to workplace violence) of an employee occurring in a place of employment or in connection with any employment.

I, Allison Goodwin, President and Chief Executive Officer of Redwood Empire Food Bank, on behalf of Redwood Empire Food Bank, hereby authorize the establishment, implementation and maintenance of this written Workplace Violence Prevention Plan and the documents/forms within this written plan. Redwood Empire Food Bank is committed to ensuring the safety and well-being of its employees and this plan is designed to help achieve that goal.

Allison Goodwin, President and Chief Executive Officer

7/1/2026
Date