

WORKPLACE VIOLENCE PREVENTION POLICY

STRAVIK Construction Group · Controlled Document

Document No.	Revision	Effective Date	Document Owner	Status
STV-HSE-POL-035	00 (Initial Issue)	2026-10-24	President	Issued for review / pending approval

Management system alignment: This document is aligned with ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 requirements as applicable. STRAVIK Construction Group does not claim third-party certification to these standards. Florida Certified General Contractor License No. **[FL LICENSE NO.]**.

REVISION HISTORY

Rev.	Date	Description of Change	Prepared By	Approved By
00	2026-10-24	Initial issue for STRAVIK Construction Group	[PREPARED BY]	Michael Gaya, President

1. PURPOSE

To provide a workplace free from violence, threats, intimidation and harassment for employees, subcontractors, clients and visitors.

2. SCOPE

Applies to all STRAVIK Construction Group employees, subcontractors and visitors on STRAVIK-controlled projects and facilities.

3. REFERENCES

- OSHA General Duty Clause, Section 5(a)(1)
- OSHA workplace violence guidance
- Florida Statutes Chapter 790 (weapons and firearms) as applicable
- Management system alignment: ISO 45001:2018 (no certification claimed)

4. PROHIBITED CONDUCT

- Physical assault, threats, intimidation, bullying, stalking or destruction of property.
- Weapons on STRAVIK premises, jobsites or vehicles, except as permitted by law (**[WEAPONS POLICY DETAIL]**).
- Retaliation against anyone who reports a concern in good faith.

5. REPORTING

Report any threat or act of violence immediately to a supervisor, the **[SAFETY DIRECTOR]** or the President at 954-235-3229. In an emergency, call 911 first.

6. RESPONSE & INVESTIGATION

- Immediate threats: remove people from danger, call 911, secure the area.
- All reports are investigated promptly; violations result in discipline up to termination or removal from site.
- Support resources: **[EAP PROVIDER]**.

7. PREVENTION

- Site access control and visitor management (STV-OPS-PLN-011).
- Supervisor training to recognize warning signs and de-escalate.
- Threat assessment for credible threats, coordinated with law enforcement as needed.

RESPONSIBILITIES

Role	Responsibility
President	Provides resources and approves this program.
[SAFETY DIRECTOR]	Administers the program, training, audits and records.
Superintendents / Foremen	Implement the program on site and correct deficiencies immediately.
Employees / Subcontractors	Follow the program, use controls and report hazards.

TRAINING & RECORDS

- Training is delivered before assignment and refreshed as required; recorded in STV-HRM-REG-002.
- Inspection, permit and monitoring records are retained per STV-GOV-POL-011.

DOCUMENT CONTROL

- Controlled under the Records Management & Document Control Policy (STV-GOV-POL-011) and the Document Control Procedure (STV-GOV-PRO-015).
- Reviewed at least annually, or after an incident, audit finding, regulatory change or significant change in operations.
- Records generated under this document are retained per the retention schedule in STV-GOV-POL-011.

APPROVAL

Role	Name	Title	Signature	Date
Prepared By	[PREPARED BY]	[TITLE]		
Reviewed By	[QUALITY / HSE MANAGER]	[TITLE]		
Approved By	Michael Gaya	President		

This document is reviewed at least annually, or upon significant organizational, legal or operational change, and re-issued under document control per STV-GOV-POL-011.