



MICHAEL R. PENCE, GOVERNOR
Rick J. Ruble, Commissioner

402 West Washington Street, Room W195
Indianapolis, Indiana 46204-2751

Phone: (317) 232-2655
Fax: (317) 233-3790

May 7, 2015

Classic Muscle Cars and Parts
1875 North State Road 37
Paoli, IN 47454

Attention: Sean Heerdink

Dear Mr. Heerdink:

An inspection of your workplace at 1875 North State Road 37, Paoli, IN 47454, on 03/02/2015, revealed that employees were exposed to hazards associated with workplace violence. The Occupational Safety and Health Administration (OSHA) regards workplace violence as a serious safety and health hazard. The purpose of this letter is to bring your attention to this hazard and to encourage you to address it within your establishment.

Our inspection found that you have not developed or implemented measures to protect workers from verbal or physical assaults or other forms of verbal or physical abuse in your workplace.

Since no OSHA standard specifically addresses workplace violence, we do not consider it appropriate at this time to invoke the General Duty Clause, Section 5(a)(1) of the Occupational Safety and Health Act of 1970. No citation will be issued for the presence of this workplace hazard. In the interest of workplace safety and health, however, I recommend that you voluntarily take the necessary steps to address and protect employees from any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. These recommendations may help to eliminate or materially reduce your employees' exposure to the risk factors listed above.

Feasible methods to protect employees from the hazard of verbal assault may include, but are not limited to, the following:

- (1) Develop a coordinated plan covering work practices and training to prevent/mitigate employee exposure to assault(s).
- (2) Develop a workplace violence prevention program.

(3) Provide reliable means of communication to employees who may need to report workplace violence.

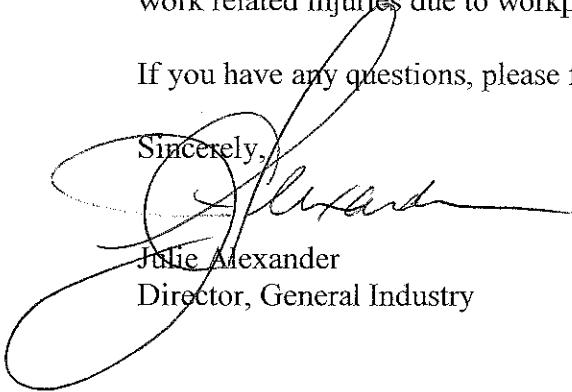
For additional guidance, please refer to OSHA's Internet web page on Workplace Violence. <http://www.osha.gov/SLTC/workplaceviolence/index.html>

Under OSHA's current inspection procedures, we may return to your work site in approximately one year to further examine the conditions noted above.

Attached is a list of available resources that may be of assistance to you in preventing work related injuries due to workplace violence.

If you have any questions, please feel free to contact INSafe at (317) 232-2688.

Sincerely,



Julie Alexander
Director, General Industry

Attachments:

OSHA's Internet web page on Workplace Violence.
<http://www.osha.gov/SLTC/workplaceviolence/index.html>

US Department of Health and Human Services (DHHS), National Institute for Occupational Safety and Health (NIOSH) Publication No. 99-101, (1999). Highlights knowledge about the causes of stress at work and outlines steps that can be taken to prevent job stress. <http://www.cdc.gov/niosh/docs/99-101/>

Oregon OSHA Online Course 120. Provides recommendations for quickly assessing the state of an organization's current policies and practices and on steps to consider in developing a Workplace Violence Prevention Program (WVPP) to reduce the hazards of workplace violence.
<http://www.cbs.state.or.us/external/osha/educate/training/pages/120xm7.html>

Free consultation, including on-site visits, from IOSHA's 24(d) on-site consultation program, INSafe, may be contacted at (317) 232-2688.

IOSHA Inspection # 317863025

Certified mail # 91 7190 0005 2720 0044 0607 5-7-15 jao