

WORKPLACE VIOLENCE PREVENTION

INFORMATION AND RESOURCES ON HOW TO PREVENT WORKPLACE VIOLENCE

WHAT IS WORKPLACE VIOLENCE?

Workplace violence is any physical assault or act of aggressive behavior occurring where a public employee performs any work-related duty.

Including:

- Attempts or threats (verbal or physical) to inflict injury on another person.
- Intentional displays of force that would give a person reason to fear or expect bodily harm.
- Intentional and wrongful physical contact with a person that entails some injury or offensive touching without his or her consent that causes some injury.
- Stalking a person with intent to cause fear or inflict harm.

Title 12 of the New York State Code of Rules & Regulations Part 800.6 (12 NYCRR 800.6)

Workplace Violence can occur at any place and time when CSEA members provide a public service.

Violence can come from:

1. Random individuals intent on committing a crime.
2. People to whom we provide services.
3. Co-workers.
4. Personal relationships.

The effects of workplace violence range from death and serious physical harm to threats, fear and intimidation.

All CSEA members are at risk of workplace violence. However, certain jobs or tasks place members at greater risk, such as working with prison inmates, the mentally ill, the cognitively disabled and even the general public when they are inconvenienced, are given bad news, or are just having a bad day.

ALL public employers are required to develop and implement a Workplace Violence Prevention Program and post a Workplace Violence Policy Statement reminding all workers about the program and how to report incidents. The regulation requires that the program be developed in cooperation with the union to ensure all possible causes are identified and controlled.

EMPLOYER REQUIREMENTS

- Employers must give the authorized employee representative an opportunity to participate in the evaluation of the physical work environment, development of the written program, and annual review of incident reports.
- Employers must perform a risk evaluation and determination of the workplace to determine the magnitude of risk of workplace violence.
- Employers must implement control methods to minimize or eliminate the risk factors identified.
- Employers must establish a reporting system for workplace violence incidents and maintain reports for annual program evaluation.
- Employers must provide information and annual training for employees on the risk factors in the workplace, hazard control methods, the details of the written workplace violence prevention program and regulatory requirements.
- Employers, with more than 20 employees, must create a written program including the risk factors identified, the control methods that will be utilized, the incident reporting system and an outline or lesson plan for training employees.
- If there are patterns of violence that involve criminal conduct, the employer must attempt to develop a protocol with local law enforcement.
- Each year, the employer must conduct an annual program review with employee representatives.

For more information and resources visit:

www.cseany.org/safety



Subscribe to our newsletter:



Knowledge is power—but collective action saves lives.

At CSEA, transforming knowledge into action is central to our mission of protecting workers. When hazards and close calls are documented and reported, they can be addressed before they cause harm. That's how we prevent injuries and illnesses—by making sure problems don't get ignored. Your voice and vigilance are essential. Now more than ever, we need your help to ensure every workplace is safe, healthy, and accountable.

THE LIFE YOU SAVE COULD BE YOUR OWN!