



State University of New York Work Place Violence Prevention Policy

Policy Statement

SUNY is committed to the safety and security of our employees. Workplace violence presents an occupational safety hazard. Threats, threatening behavior, or acts of violence against employees, visitors, guests, or other individuals will be thoroughly investigated and appropriate action will be taken, including summoning criminal justice authorities when warranted. All employees are responsible for helping to create an environment of mutual respect for each other. To that end, employees must follow all policies, procedures and program requirements to assist in maintaining a safe and secure work environment.

This policy is designed to meet the requirements of NYS Labor Law 27b, which is intended to ensure that the risk of workplace assaults and homicides is evaluated by affected public employers and that such employers design and implement workplace violence protection programs to prevent and minimize the hazards of workplace violence to public employees. The process involved in complying with this law includes a workplace evaluation designed to identify the workplace violence hazards to which our employees could be exposed and recommended methods to reduce or eliminate workplace violence hazards identified. Reports of workplace violence incidents will be used to review the effectiveness of the mitigating actions taken. Information and training on the risk of workplace violence will be provided to all employees upon hire and annually thereafter.

The goal of this policy is to promote the safety and well-being of all people in our workplace. All incidents of violence or threatening behavior will be responded to immediately upon notification. If appropriate, SUNY will provide counseling services or referrals for employees.

All SUNY personnel are responsible for notifying their campus Office of Human Resources or designated contact person of any violent incidents or threatening behavior, or that an imminent danger of workplace violence exists.