

	Effective Date: June 6, 2013 Approved by: Michael Corrigan - Vice President Original Date: 06/02/10 Revision(s): N/A Updated: 06/06/13
Policy: Workplace Violence Prevention	

Policy

Pursuant to NYS Labor Law 27b, DASNY has issued the following Workplace Violence Prevention Policy statement. [12 NYCRR PART 800.6](#) defines workplace violence as any physical assault or acts of aggressive behavior occurring where a public employee performs any work-related duty in the course of his or her employment including but not limited to:

1. An attempt or threat, whether verbal or physical, to inflict physical injury upon an employee;
2. Any intentional display of force which would give an employee reason to fear or expect bodily harm;
3. Intentional and wrongful physical contact with a person without his or her consent that entails some injury;
4. Stalking an employee with the intent of causing fear of material harm to the physical safety and health of such employee when such stalking has arisen through and in the course of employment.

DASNY is committed to the safety and security of its employees. Workplace violence represents a serious occupational safety hazard to our agency, staff, and clients. Threats, threatening behavior, or acts of violence against employees, visitors, guests, or other individuals by anyone on DASNY property will be thoroughly investigated and appropriate action will be taken. To promote the safety and well-being of all DASNY employees, visitors and guests, DASNY has developed a [Workplace Violence Incident Response](#) procedure. Any employee who believes he or she is the victim of, or is a witness to, an incident of workplace violence should file a report/ complaint in accordance with the Workplace Violence Incident Response procedure. All incidents of violence or threatening behavior will be responded to immediately upon notification.

DASNY will not retaliate against an employee because the employee exercises any right accorded him or her by this policy. Specifically, DASNY will not discharge, suspend, demote, penalize, discriminate against or take other adverse employment action against an employee who files a complaint alleging an incident(s) of workplace violence. Individuals who retaliate against others who have either (i) filed a complaint alleging an incident of workplace violence or (ii) participated in an investigation involving allegations of workplace violence, are subject to disciplinary action, up to and including termination of employment.

This anti-retaliation provision is not intended to prohibit supervisors or Managing Directors from taking action, including disciplinary action, in the usual scope of their duties based on valid performance-related factors, nor is it intended to preclude disciplinary action against individuals who report baseless allegations or allegations that are proven to have been made recklessly, maliciously, or with the foreknowledge that the allegations were false.

Violations of this policy may result in disciplinary action against the offending employee(s); up to and including termination of employment.