NEW YORK STATE ASSEMBLY SUBCOMMITTEE ON WORKPLACE SAFETY

Workplace Violence in New York

A Preliminary Analysis of Compliance with the Workplace Violence Prevention Law of 2006

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Assembly Member Rory Lancman
Chair - Subcommittee on Workplace Safety

Allison Weingarten
Legislative Director – Subcommittee on Workplace Safety

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Table of Contents

Executive Summary	1
Narrative	1
Highlights	3
Recorded Incidents of Workplace Violence in New York State	.4
Workplace Violence Prevention Law (Statute) Appendix	A
Workplace Violence Prevention Law (Regulations)Appendix	В
SurveyAppendix	C
Letter from Director of State OperationsAppendix	D
Statistical Summary of Participation Appendix	Ε
Statistical Summary of Responses	F
Complete Response MatrixAppendix	G

Executive Summary

State and federal data show a steady increase in workplace violence against state employees in New York, but the Subcommittee's preliminary analysis reveals an unacceptably high rate of non-compliance with the state's Workplace Violence Prevention Law.

Specifically, statistics maintained by the federal Bureau of Labor Statistics show a 26.7% increase in workplace injuries arising from assaults and other violent acts against state government employees in New York. (The New York State Workers' Compensation Board reports an eight percent increase in workplace violence against all public sector employees.)

Against this backdrop of rising workplace violence against state employees, 44.9% of state agencies surveyed – and 46.7% of public authorities surveyed – could not produce any evidence of having completed a Workplace Violence Prevention Program as required by the Workplace Violence Prevention Law. Further, 50% of state agencies responding to the survey – and 46.1% of public authorities – conceded that they had not provided workplace violence prevention training as required under the law.

Narrative

The New York State Public Employer Workplace Violence Prevention Act, signed into law in 2006 and codified as section 27-B of the labor law, went into effect on March 4, 2007, and the final regulations were promulgated on April 29, 2009, giving public employers 120 days -- until August 27, 2009 -- to comply.

The law requires all public employers to establish a written Workplace Violence Prevention Policy, and public employers with twenty or more employees are further required to establish and implement a Workplace Violence Prevention Program. The contents of such a program are enumerated in significant detail in the regulations. *See* 12 N.Y.C.R.R. Part 800.6.

The Subcommittee is reviewing compliance with the law. To that end, on May 12, 2010, a survey measuring compliance with sixteen regulatory requirements for a Workplace Violence Prevention Program was sent to a sample of public employers, including (1) all New York State agencies, (2) thirty-seven of the largest state authorities, and (3) eighteen other public employers. Additionally, the Subcommittee asked each

employer to provide a copy of its Workplace Violence Prevention Policy and its Workplace Violence Prevention Program, including the written tool used to determine risks of violence at each workplace. The Subcommittee asked that all materials be returned by June 14, 2010, and subsequently extended the deadline to August 1, 2010.

Ninety-three of the one-hundred and four agencies, authorities and other public employers responded to the Subcommittee's request in some way, either by completing the survey, submitting the Workplace Violence Prevention Policy, and/or submitting the Workplace Violence Prevention Program. (Director of State Operations Valerie Grey advised the Subcommittee that the Executive believed the survey to be improper as directed to state agencies, and made this opinion known to the state agencies, but she did direct state agencies to provide the Subcommittee with copies of their workplace violence prevention plans, *see* Appendix D.)

Highlights

1. Public Employers Surveyed (including all state agencies, large authorities and other selected public employers):

- 104 employers surveyed
- 11 (10.6%) employers did not respond at all
- 55 employers (52.9%) did not submit a survey
- 42 employers (40.4%) did not submit a Workplace Violence Prevention Program

2. State Agencies Surveyed:

- 49 total agencies surveyed
- 3 agencies (6.1%) did not respond at all
- 37 agencies (75.5%) did not submit a survey
- 22 agencies (44.9%) did not submit a Workplace Violence Prevention Program

3. Public Authorities Surveyed:

- 37 total authorities surveyed
- 7 authorities (18.9%) did not respond at all
- 11 authorities (29.7%) did not submit a survey
- 14 authorities (46.7%) did not submit a Workplace Violence Prevention Program

4. Other Public Employers Surveyed:

- 18 total other public employers surveyed
- 1 other public employer (5.6%) did not respond
- 7 other public employers (38.9%) did not submit a survey
- 6 other public employers (33.3%) did not submit a Workplace Violence Prevention Program

Recorded Incidents of Workplace Violence in New York State

Thousands of New Yorkers are injured on the job each year as a result of Workplace Violence. The Subcommittee on Workplace Safety utilized two sources to learn about workplace violence rates in New York State: Workers' Compensation Indemnity Claims Data (2007-2009) and the Bureau of Labor Statistics' Annual Survey of Occupational Injuries and Illnesses (2005-2008). Below are the results:

Data Source 1:

Workers Compensation Indemnity Claims Data (2007-2009)¹
Injuries and Illnesses Caused by Assaults and Violent Acts by Person(s)

	2007	2008	2009
Total WC			
Indemnity Claims			
due to assaults and			
violent acts by			
person(s)	4,777	5,150	4,986
Public Employers ²	3,052	3,237	3,296
Private Employers	1,725	1,913	1,690

Workers' compensation indemnity claims arising from assaults and violent acts against public employees in New York State rose by 8.0 percent (from 3,052 to 3,296) from 2007 to 2009.

Workers' compensation indemnity claims arising from assaults and violent acts against private employees in New York State decreased by 2.1 percent (from 1,725 to 1,690) from 2007 to 2009.

¹ The Workers' Compensation Board only records workers compensation indemnity claims, i.e., claims in which the injured worker was entitled to wage replacement indemnity benefit.

² This public employer data is based on the Workers' Compensation Board's statistics regarding claims involving (1) self-insured public sector employers and (2) New York State agencies. The data regarding private sector employers is based on the Board's statistics regarding all other claims filed, which includes the state insurance fund, private insurance carriers, private sector self insurers, the Special Funds, and the Uninsured Employers' Fund. The private sector data includes a negligible number of public employers who have purchased coverage from private insurers or the State Insurance Fund and thus could not be readily distinguished from private sector employers.

Data Source 2:

Bureau of Labor Statistics Data (2005-2008)³
Injuries and Illnesses Caused by Assaults and Violent Acts by Person(s)

	2005	2006	2007	2008
State	1,460	1,560	1,590	1,850
Government				
Local	5,050	5,630	2,590	3,330
Government				
Private Sector	2,460	2,490	1,940	1,860

This data shows that according to the Annual Bureau of Labor Statistics' Survey of Occupational Injuries and Illnesses, the number of State Government Employee injuries caused by assaults and violent acts by persons has increased by 26.7% between 2005 and 2008.

And while the number of Local Government Employee injuries caused by assaults and violent acts has decreased by 34.1% between 2005 and 2008 overall, it has increased by 28.6% between 2007 and 2008. Meanwhile, the number of Private Sector Employee injuries caused by assaults and violent acts by persons has decreased by 24.4% between 2005 and 2008.

These high rates of assault and violent acts against public employees require full implementation of the Workplace Violence Prevention Law. The purpose of the Subcommittee on Workplace Safety's survey of public employers in New York State was to ensure that state government is complying with the requirements in the law in order fulfill the intention of the law- to reverse the increasing rates of workplace violence.

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³ This data was obtained from the Survey of Occupational Injuries and Illnesses conducted over the relevant periods by the Bureau of Labor Statistics, U.S. Department of Labor, in cooperation with the New York State Department of Labor, Division of Research and Statistics. The Bureau of Labor Statistics surveys about 10,000 private sector establishments and approximately 2,000 public sector units, ³ drawn from state and local government entities in New York State each year, for their annual Survey of Occupational Injuries and Illnesses.

Appendix A

Workplace Violence Prevention Law (Statute)

Labor Law Article 2

- * § 27-b. Duty of public employers to develop and implement programs to prevent workplace violence. 1. Purpose. The purpose of this section is to ensure that the risk of workplace assaults and homicides is evaluated by affected public employers and their employees and that such employers design and implement workplace violence protection programs to prevent and minimize the hazard of workplace violence to public employees.
 - 2. Definitions. For the purposes of this section:
- a. "Employer" means: (1) the state; (2) a political subdivision of the state, provided, however that this subdivision shall not mean any employer as defined in section twenty-eight hundred one-a of the education law; and (3) a public authority, a public benefit corporation, or any other governmental agency or instrumentality thereof.
 - b. "Employee" means a public employee working for an employer.
- c. "Workplace" means any location away from an employee's domicile, permanent or temporary, where an employee performs any work-related duty in the course of his or her employment by an employer.
- d. "Supervisor" means any person within an employer's organization who has the authority to direct and control the work performance of an employee, or who has the authority to take corrective action regarding the violation of a law, rule or regulation to which an employee submits written notice.
- e. "Retaliatory action" means the discharge, suspension, demotion, penalization, or discrimination against any employee, or other adverse employment action taken against an employee in the terms and conditions of employment.
- 3. Risk evaluation and determination. Every employer shall evaluate its workplace or workplaces to determine the presence of factors or situations in such workplace or workplaces that might place employees at risk of occupational assaults and homicides. Examples of such factors shall include, but not limited to:
- a. working in public settings (e.g., social services or other governmental workers, police officers, firefighters, teachers, public transportation drivers, health care workers, and service workers);
 - b. working late night or early morning hours;
 - c. exchanging money with the public;
 - d. working alone or in small numbers;
 - e. uncontrolled access to the workplace; and
 - f. areas of previous security problems.
- 4. Written workplace violence prevention program. Every employer with at least twenty full time permanent employees shall develop and implement a written workplace violence prevention program for its workplace or workplaces that includes the following:
- a. a list of the risk factors identified in subdivision three of this section that are present in such workplace or workplaces;
- b. the methods the employer will use to prevent incidents of occupational assaults and homicides at such workplace or workplaces, including but not limited to the following:
 - (1) making high-risk areas more visible to more people;
 - (2) installing good external lighting;
 - (3) using drop safes or other methods to minimize cash on hand;
 - (4) posting signs stating that limited cash is on hand;
- (5) providing training in conflict resolution and nonviolent self-defense responses; and
- (6) establishing and implementing reporting systems for incidents of aggressive behavior.
 - 5. Employee information and training. a. Every employer with at least

twenty permanent full time employees shall make the written workplace violence prevention program available, upon request, to its employees, their designated representatives and the department.

- b. Every employer shall provide its employees with the following information and training on the risks of occupational assaults and homicides in their workplace or workplaces at the time of their initial assignment and annually thereafter:
- (1) employees shall be informed of the requirements of this section, the risk factors in their workplace or workplaces, and the location and availability of the written workplace violence prevention program required by this section; and
- (2) employee training shall include at least: (a) the measures employees can take to protect themselves from such risks, including specific procedures the employer has implemented to protect employees, such as appropriate work practices, emergency procedures, use of security alarms and other devices, and (b) the details of the written workplace violence prevention program developed by the employer.
- 6. Application. a. Any employee or representative of employees who believes that a serious violation of a workplace violence protection program exists or that an imminent danger exists shall bring such matter to the attention of a supervisor in the form of a written notice and shall afford the employer a reasonable opportunity to correct such activity, policy or practice. This referral shall not apply where imminent danger or threat exists to the safety of a specific employee or to the general health of a specific patient and the employee reasonably believes in good faith that reporting to a supervisor would not result in corrective action.
- b. If following a referral of such matter to the employee's supervisor's attention and after a reasonable opportunity to correct such activity, policy or practice the matter has not been resolved and the employee or representative of employees still believes that a violation of a workplace violence prevention program remains, or that an imminent danger exists, such employee or representative of employees may request an inspection by giving notice to the commissioner of such violation or danger. Such notice and request shall be in writing, shall set forth with reasonable particularity the grounds for the notice, shall be signed by such employee or representative of employees, and a copy shall be provided by the commissioner to the employer or the person in charge no later than the time of inspection, except that on the request of the person giving such notice, such person's name and the names of individual employees or representatives of employees shall be withheld. Such inspection shall be made forthwith.
- c. A representative of the employer and an authorized employee representative shall be given the opportunity to accompany the commissioner during an inspection for the purpose of aiding such inspection. Where there is no authorized employee representative, the commissioner shall consult with a reasonable number of employees concerning matters of safety in the workplace.
- d. The authority of the commissioner to inspect a premises pursuant to such an employee complaint shall not be limited to the alleged violation contained in such complaint. The commissioner may inspect any other area of the premises in which he or she has reason to believe that a serious violation of this section exists.
- e. No employer shall take retaliatory action against any employee because the employee does any of the following:
 - (1) makes an application pursuant to paragraph a of this subdivision;
- (2) requests an inspection as authorized in paragraph b of this subdivision;
 - (3) accompanies the commissioner as authorized in paragraph c of this

subdivision;

- f. The commissioner may, upon his or her own initiative, conduct an inspection of any premises occupied by an employer if he or she has reason to believe that a violation of this section has occurred or if he or she has a general administrative plan for the enforcement of this section, including a general schedule of inspections, which provide a rational administrative basis for such inspecting. Within one hundred twenty days of the effective date of this paragraph the commissioner shall adopt rules and regulations implementing the provisions of this section.
- g. Any information obtained by the commissioner pursuant to this subdivision shall be obtained with a minimum burden upon the employers.
- h. When a request for an inspection has been made in a situation where there is an allegation of an imminent danger such that an employee would be subjecting himself or herself to serious injury or death because of the hazardous condition in the workplace, the inspection shall be given the highest priority by the department and shall be carried out immediately.
- * NB Effective March 4, 2007

Appendix B

Workplace Violence Prevention Law (Regulations)

TITLE 12. DEPARTMENT OF LABOR CHAPTER XI. DIVISION OF SAFETY AND HEALTH SUBCHAPTER A. THE INDUSTRIAL CODE PUBLIC EMPLOYEES' SAFETY AND HEALTH

PART 800. PUBLIC EMPLOYEES' OCCUPATIONAL SAFETY AND HEALTH STANDARDS

12 NYCRR § 800.6 (2010)

§ 800.6 Public employer workplace violence prevention programs

- (a) Title and Citation: Within and for the purposes of the Department of Labor, this part may be known as Code Rule 800.6, Public Employer Workplace Violence Prevention Programs, relating to requirements of public employers to develop and implement programs to prevent and minimize the hazards of workplace violence to public employees; allowing any employee or authorized employee representative of employees who believes that a serious violation of this safety or health standard exists, or an imminent danger exists, to request an inspection by the department of labor; and providing for the enforcement of such requirement by the Commissioner of Labor. It may be cited as Code Rule 800.6"Public Employer Workplace Violence Prevention Programs" as an alternative and without prejudice to its designation and citation established by the Secretary of State.
- (b) Purpose and Intent: It is the purpose of this part to ensure that the risk of workplace assaults and homicides is evaluated by affected public employers and their employees and that such public employers design and implement protection programs to minimize the hazard of workplace violence to employees.
- (c) Application: This part shall apply throughout the State of New York to the State, any political subdivision of the state, any public authority, public benefit corporation or any other governmental agency or instrumentality thereof. This part shall not apply to any employer as defined in Section twenty-eight hundred one-a of the Education Law.
 - (d) Terms: As used in or in connection with this part, the following terms mean:
- (1) Authorized Employee Representative. An employee authorized by the employees or the designated representative of an employee organization recognized or certified to represent the employees pursuant to Article 14 of the Civil Service Law.
- (2) Commissioner. The Commissioner of Labor of the State of New York or his or her duly authorized representative for the purposes of implementing this Part.
 - (3) Employee. A public employee working for an employer.
- (4) Employer. The State, any political subdivision of the State, any public authority public benefit corporation, and any other governmental agency or instrumentality thereof, except that an employer shall not include, for purposes of this part, any employer defined as such in Section twenty-eight hundred one-a (2801a) of the Education Law.
- (5) Imminent Danger. Any conditions or practices in any place of employment which are such that a danger exists which could reasonably be expected to cause death or serious physical harm immediately or before the imminence of such danger can be eliminated through the

enforcement procedures otherwise provided for by this Part.

- (6) Retaliatory Action. The discharge, suspension, demotion, penalization or discrimination against any employee, or other adverse employment action taken against an employee in the terms and conditions of employment.
- (7) Serious physical harm. Physical injury which creates a substantial risk of death, or which causes death or serious and protracted disfigurement, protracted impairment of health or protracted loss or impairment of the function of any bodily organ or a sexual offense as defined in Article 130 of the Penal Law.
- (8) Serious Violation: A serious violation of the public employer workplace violence prevention program (WVPP) is the failure to:
 - (a) Develop and implement a program.
 - (b) Address situations which could result in serious physical harm.
- (9) Supervisor. Any person within the employer's organization who has the authority to direct and control the work performance of an employee, or who has the authority to take corrective action regarding the violation of a law, rule or regulation to which an employee submits written notice.
- (10) Workplace. Any location away from an employee. s domicile, permanent or temporary, where an employee performs any work-related duty in the course of his or her employment by an employer.
- (11) Workplace Violence. 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:
- (i) An attempt or threat, whether verbal or physical, to inflict physical injury upon an employee;
- (ii) Any intentional display of force which would give an employee reason to fear or expect bodily harm;
- (iii) Intentional and wrongful physical contact with a person without his or her consent that entails some injury;
- (iv) 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.
- (12) Workplace Violence Prevention Program. An employer program designed to prevent, minimize and respond to any workplace violence, the development and implementation of which is required by Article 2, Section 27-b of the New York State Labor Law.
 - (e) Management Commitment and Employee Involvement
- (1) Workplace Violence Policy Statement: The employer shall develop and implement a written policy statement on the employer's workplace violence prevention program goals and objectives and provide for full employee participation through an authorized employee representative.
 - (i) The workplace violence policy statement shall be posted where notices to employees are

normally posted.

- (ii) The policy statement shall briefly indicate the employer's workplace violence prevention policy and incident alert and notification policies for employees to follow in the event of a workplace violence incident.
- (2) The responsibility and authority for preparing, determining the content of and implementing the requirements of this part remains with the employer. Local governments and all other public employers may elect to share resources in the development and implementation of their workplace violence prevention programs.
 - (f) Risk Evaluation and Determination
- (1) Record Examination: The employer shall examine any records relevant to the purposes of this Part in its possession, including records compiled in the previous year under Labor Law Section 27a, that concern workplace violence incidents to identify patterns in the type and cause of injuries. The examination shall look to identify patterns of injuries in particular areas of the workplace or incidents which involve specific operations or specific individuals.
- (2) Administrative Risk Factors: The employer shall assess relevant policies, work practices, and work procedures that may impact the risk of workplace violence.
- (3) Evaluation of Physical Environment: The employer, with the participation of the authorized employee representatives, shall evaluate the workplace to determine the presence of factors which may place employees at risk of workplace violence. The Department of Labor has tools to aid employers in performing this evaluation which will be posted on the Department's web-site. Factors which might place an employee at risk include but are not limited to:
- (i) Working in public settings (e.g. Social Service Workers, Police Officers, Firefighters, Teachers, Public Transportation Drivers, Health Care Workers, other Governmental Workers or Service Workers);
 - (ii) Working late night or early morning hours;
 - (iii) Exchanging, money with the public;
 - (iv) Working alone or in small numbers;
 - (v) Working in a location with uncontrolled public access to the workplace; or
 - (vi) Areas of previous security problems.
 - (g) The Workplace Violence Prevention Program.
- (1) Employers with 20 or more full-time permanent employees, with the participation of the authorized employee representative, shall develop a written workplace violence prevention program. Such participation shall include soliciting input from the authorized employee representative as to those situations in the workplace that pose a threat of workplace violence, and on the workplace violence prevention program the employer intends to implement under these regulations. Safety and health programs developed and implemented to meet other federal, state or local regulations, laws or ordinances are considered acceptable in meeting this requirement if those programs cover or are modified to cover the topics required in this paragraph. An additional or separate safety and health program is not required by this paragraph.
 - (2) The workplace violence prevention program shall include the following:

- (i) A list of the risk factors identified in the workplace examination;
- (ii) The methods the employer will use to prevent the incidence of workplace violence incidents:
- (iii) A hierarchy of controls to which the program shall adhere as follows: engineering controls, work practice controls, and finally personal protective equipment;
- (iv) The methods and means by which the employer shall address each specific hazard identified in the workplace evaluation;
- (v) A system designed and implemented by the employer to report any workplace violence incidents that occur in the workplace. The reports must be in writing and maintained for the annual program review;
 - (vi) A written outline or lesson plan for employee program training;
- (vii) A plan for program review and update on at least an annual basis. Such review and update shall set forth any mitigating steps taken in response to any incident of workplace violence.
- (viii) Nothing in this part shall require the disclosure of information otherwise kept confidential for security reasons. Such information may include information which, if disclosed:
 - (a) Would interfere with law enforcement investigations or judicial proceedings;
 - (b) Would deprive a person of a right to a fair trial or impartial adjudication;
- (c) Would identify a confidential source or disclose confidential information relating to a criminal investigation:
- (d) Would reveal criminal investigative techniques or procedures, except routine techniques and procedures; or
 - (e) Would endanger the life or safety of any person.
 - (h) Employee Information and Training.
- (1) Upon completion of the workplace violence prevention program, every employer shall provide each employee with information and training on the risks of workplace violence in their workplace or workplaces at the time of the employee's initial assignment and at least annually thereafter.

Such information as necessary shall be provided to affected employees whenever significant changes are made to the workplace violence program. At a minimum training shall address the following:

- (i) Employers shall inform employees of the requirements of this Part and the risk factors in their workplace that were identified in the risk evaluation and determination, except that nothing in this part shall require the disclosure of the information otherwise kept confidential for security reasons as identified in paragraph (g)(2)(viii).
- (ii) Employers shall inform employees of the measures that employees can take to protect themselves from the identified risks including specific procedures that the employer has implemented to protect employees such as incident alert and notification procedures, appropriate work practices, emergency procedures, and use of security alarms and other devices;

- (iii) Employers with 20 or more full-time permanent employees shall inform employees of the location of the written workplace violence program and how to obtain a copy, and shall make it available for reference to employees, authorized employee representatives and the Commissioner in the work area during the regularly scheduled shift.
 - (i) Recordkeeping and Recording Of Workplace Violence Incidents()
- (1) Employers shall establish and implement reporting systems for incidents of workplace violence. Reporting systems developed and implemented to meet other federal state or local regulations, laws or ordinances are considered acceptable in meeting this requirement if they cover or are modified to cover the information required in this paragraph. An additional or separate reporting, system is not required by this paragraph.
- (2) Employers at sites where there is a developing pattern of workplace violence incidents which may involve criminal conduct or a serious injury shall attempt to develop a protocol with the District Attorney or Police to ensure that violent crimes committed against employees in the workplace are promptly investigated and appropriately prosecuted. The employer shall provide information on such protocols and contact information to employees who wish to file a criminal complaint after a workplace violence incident.
 - (3) Systems for reporting instances of workplace violence.
- (i) The employer shall develop and maintain a Workplace Violence Incident Report that can be in any format but, at a minimum, shall contain the following relating to the incident being, reported:
 - (a) Workplace location where incident occurred;
 - (b) Time of day/ shift when incident occurred;
- (c) A detailed description of the incident, including events leading up to the incident and how the incident ended;
 - (d) Names and job titles of involved employees;
 - (e) Name or other identifier of other individual(s) involved;
 - (f) Nature and extent of injuries arising from the incident; and
 - (g) Names of witnesses.
 - (ii)
- (a) If the case is a "privacy concern case" as defined below, the employer shall still be liable for developing a Workplace Violence Incident Report as set forth above. However, before sharing, a copy of such Report with any party other than the Commissioner, the employer shall remove the name of the employee who was the victim of the workplace violence and shall instead enter "PRIVACY CONCERN CASE" in the space normally used for the employee's name.
- (b) The employer shall treat incidents involving the following injuries or illnesses as privacy concern cases:
 - (1) An injury or illness to an intimate body part or the reproductive system;
 - (2) An injury or illness resulting from a sexual assault;

- (3) Mental illness;
- (4) HIV infection;
- (5) Needle stick injuries and cuts from sharp objects that are or may be contaminated with another person's blood or other potentially infectious material; and
- (6) Other injuries or illnesses, if the employee independently and voluntarily requests that his or her name not be entered on the Report.
- (4) The Workplace Violence Incident Report must be maintained for use in annual program review and updates. This requirement does not relieve an employer of the recordkeeping requirements of 12NYCRR Part 801.
- (5) The employer, with the participation of the authorized employee representative, shall conduct a review of the Workplace Violence Incident Reports at least annually to identify trends in the types of incidents in the workplace and review of the effectiveness of the mitigating, actions taken.
 - (j) Employee Reporting Of Workplace Violence Prevention Concerns or Incidents.
- (1) Any employee or his or her authorized employee representative who believes that a serious violation of the employer's workplace violence protection program exists, or that a workplace violence imminent danger exists, shall bring such matter to the attention of a supervisor in the form of a written notice and shall afford the employer a reasonable opportunity to correct such activity, policy or practice.
- (2) Written notice to an employer shall not be required where workplace violence imminent danger exists to the safety of a specific employee or to the general health of a specific patient and the employee reasonably believes in good faith that reporting to a supervisor would not result in corrective action.
- (3) If, following a referral of such matter to the employee's supervisor and after a reasonable opportunity to correct such activity, policy or practice, the matter has not been resolved and the employee or the authorized employee representative still believes that a serious violation of a workplace violence prevention program remains or that an imminent danger exists, such employee may request an inspection by notifying the Commissioner of Labor of the alleged violation. Such notice and request shall be in writing, shall set forth with reasonable particularity the ground(s) for the notice and shall be signed by such employee or their authorized employee representative. A copy of the written notice shall be provided by the Commissioner to the employer or the person in charge no later than the time of inspection, except that at the request of the person giving such notice, such person's name and the names of individual employees or authorized employee representatives of employees shall be withheld. Such inspection shall be made forthwith by the Commissioner.
- (4) The authority of the Commissioner to inspect premises pursuant to such employee complaint shall not be limited to the alleged violation contained in such complaint. The Commissioner may inspect any other area of the premises in which he or she has reason to believe that a serious violation of this section exists.
- (5) The Commissioner may, upon his or her own initiative, conduct an inspection of any premises occupied by an employer if he or she has reason to believe that a violation of this

section has occurred.

The current PESH administrative plan will be used for the enforcement of this section, including a general schedule of inspections, which provides a rational administrative basis for such inspection.

- (6) No employer shall take retaliatory action against any employee because the employee exercises any right accorded him or her by this Part.
 - (k) Effective Dates.
- (1) The Employer's Policy Statement required by section (e) of this Part shall be completed within 30 days after the effective date of this Part.
- (2) The workplace risk evaluation and determination required by section (f) of this Part shall be completed within 60 days of the effective date of this Part.
- (3) The workplace violence prevention program required by section (g) of this Part shall be complete within 75 days of the effective date of this Part.
- (4) Employers shall be in compliance with the entire Part within 120 days of the effective date of this Part.

Appendix C

Survey

NYS Workplace Violence Prevention Law Survey

Employer Name and Organization:	
Employee Representative and Union:_	

Question:	Yes	No
Have you developed and implemented a workplace violence		
policy statement on the employer's workplace violence		
prevention goals and objectives? (12 NYCRR Part 800.6 (e) (1))		
Have you included full employee participation through an		
authorized employee representative in developing and		
implementing the workplace violence policy statement? (12		
NYCRR Part 800.6 (e) (1))		
Have you posted your workplace violence policy statement where		
notices to employees are normally posted? (12 NYCRR Part		
800.6 (e) (1) (i))		
Have you reviewed any records of violence at your workplace		
that occurred in the last year to identify patterns and causes of		
workplace violence? (12 NYCRR Part 800.6 (f) (1))		
Have you evaluated current policies, work practices and work		
procedures that impact the risk of workplace violence? (12		
NYCRR Part 800.6 (f) (2))		
Have you evaluated your physical work environment for risk		
factors that could impact workplace violence?(12 NYCRR Part		
800.6 (f) (3))		
Have you developed a workplace violence prevention program?		
(12 NYCRR Part 800.6 (g))		
Have you developed a workplace violence prevention program		
with the participation of an authorized employee representative?		
(12 NYCRR Part 800.6 (g) (1))		
Does your workplace violence prevention program include a list		
of risk factors identified in the workplace examination? (12		
NYCRR Part 800.6 (g) (2) (i))		
Does your workplace violence prevention program include the		
methods the employer will use to prevent workplace violence?		
(12 NYCRR Part 800.6 (g) (2) (ii))		
Does your workplace violence prevention program include a		
hierarchy of controls to which the program shall adhere as		
follows: engineering controls, work practice controls, and finally		
personal protective equipment? (12 NYCRR Part 800.6 (g) (2)		
(iii))		
Does your workplace violence prevention program include the		
methods and means by which the employer shall address each		
specific hazard identified in the workplace evaluation? (12		
NYCRR Part 800.6 (g) (2) (iv))		
Does your workplace violence prevention program include a		
system designed and implemented by the employer to report any		
workplace violence incidents that occur in the workplace? (12		
NYCRR Part 800.6 (g) (2) (v))		

NYS Workplace Violence Prevention Law Survey

Question:	Yes	No
Does your workplace violence prevention program include a		
written outline or lesson plan for employee program training? (12		
NYCRR Part 800.6 (g) (2) (vi))		
Have you provided workplace violence prevention training based		
on findings from the evaluation of workplace violence related risk		
factors at your workplace? (12 NYCRR Part 800.6 (h) (1))		
Have you established and implemented a reporting system for		
incidents of workplace violence? (12 NYCRR Part 800.6 (i) (1))		
Would your agency benefit from help from other agencies in		
developing, implementing and improving workplace violence		
prevention programs, such as the New York State Department of		
Health, Office for Technology or the State Police?		
Were the employee representatives who participated in creating		
the workplace violence prevention program selected by the		
union(s) represented in your workplace?		
Was your workplace violence prevention program developed with		
input from employee representatives from regional workplaces?		
Was your workplace violence prevention program created to		
address workplace violence at each regional office of your		
agency?		
Does your workplace violence prevention program address		
workplace bullying?		
Does your workplace violence prevention program consider		
internal agency threats (in addition to external threats)?		

Appendix D

Letter from Director of State Operations



STATE OF NEW YORK EXECUTIVE CHAMBER

DAVID A. PATERSON GOVERNOR VALERIE GREY
DIRECTOR OF STATE OPERATIONS

May 21, 2010 -

Dear Assemblyman Lancman:

I understand from many state agencies that they have received a survey from you regarding their compliance with the regulations promulgated by the Department of Labor pursuant to the Workplace Violence Act. That survey asks the agencies to confirm or deny in writing whether they are complying with specific regulations.

We would be happy to provide you with a briefing with the Department of Labor on their oversight of these regulations of their status. Further, as the workplace violence plans you request are public documents, I am asking state agencies to provide you with copies of their plans, per your request.

However, while we greatly appreciate your interest in this issue, we do not believe this survey is a proper means for the exercise of legislative oversight. The statutory scheme grants extensive oversight authority to the Commissioner of Labor, and sets forth the means by which she can oversee and determine compliance. I do not believe it is appropriate for an individual legislator to take responsibility for determining whether agencies are compliant with particular legal provisions that are within the purview of an executive agency, nor do I believe it wise or appropriate for agencies to complete an extensive written form stating whether they are legally compliant with various regulations. Finally, the Legislature has the means to provide for reporting on compliance in the legislation it enacts; it has not done so in this case.

I would be happy to discuss this further at your convenience.

Valerie Grey

incerely,

Director of State Operations

The Honorable Rory Lancman Member, New York State Assembly Legislative Office Building, Room 549 Albany, New York 12248

Appendix E Statistical Summary of Participation

Statistical Summary of Participation

Total Entities	Number	Percentage of total
		participants
Total entities	104	
Total entities no	11	10.6%
response		
Total entities	49	47.1%
completed survey		
Total entities no	55	52.9%
survey (including non-		
respondents)		
Total entities	85	81.7%
submitted policy		
Total entities	62	59.6%
submitted program		
Total entities	22	21.2%
responded but		
provided no survey		
and no program		

Total Agencies	Number	Percentage of Agency
Total agencies	49	
Total agency no response	3	6.1%
Total agencies completed survey	12	24.5%
Total agencies no survey (including non-respondents)	37	75.5%
Total agencies submitted policy	42	85.7%
Total agencies submitted program	27	55.1%
Total agencies responded but provided no program (including non- participants)	16	32.7%

Total Authorities	Number	Percentage of Total Authority
Total authorities	37	
Total authorities no	7	18.9%
response		
Total authorities	26	70.3%
completed survey		
Total authorities no	11	29.7%
survey (including non-		
respondents)		
Total authorities	28	75.7%
submitted policy		
Total authorities	23	62.2%
submitted program		
Total authorities no	2	5.4%
survey and no		
program (including		
non-participants)		

Total Separate Entities	Number	Percentage of Total Separate Entity
Total separate entities	18	
Total separate entities	1	5.6%
no response		
Total separate entities	11	61.1%
submitted survey		
Total separate entities	7	38.9%
no survey (including		
non-respondents)		
Total separate entity	15	83.3%
submitted policy		
Total separate entity	12	66.7%
submitted program		
Total separate entities	4	22.2%
no survey and no		
program (including		
non-participants)		

Appendix F Statistical Summary of Responses

					Participants
				Survey	Submitted
3)				Policy	Participants Submitted Submitted Submitted
à				Program	
			Strat	Policy	Written
		parcpd	reps	employee	Authorized Posted
				Policy	Posted
		violence	잌	records	Reviewed
procedures	and work	practices	work	policies,	Evald
		environmt	work	physical	Evald
3. 3.		_		Pigm	Develop
гер		it authrzd	with	Prgm Prgm	Developd Dvlopd
Гер	identifd	it authrzd factors	with of risk	Prgrm Prgrm incl list	Developd Dvlopd Prgrm
rep vinc		it authrzd factors	with of risk	Prgrm Prgrm incl list	Developd Dvlopd Prgrm
rep vinc	identifd	it authrzd factors	with of risk mthds	Prgrm Prgrm incl list incl Hirchy	Developd Dvlopd Prgrm Prgm Prgm
rep vinc	identifd	it authrzd factors	with of risk mthds	Prgrm Prgrm incl list incl	Developd Dvlopd Prgrm Prgm Prgm
rep vinc	identifd	it authrzd factors	with of risk mthds	Prgrm Prgrm incl list incl Hirchy	Developd Dvlopd Prgrm Prgm Prgm Ways
rep vinc	identifd	it authrzd factors	with of risk mthds hazrds	Prgrm Prgrm incl list incl Hirchy to adrs	Developd Dvlopd Prgrm Prgm Prgm Ways Rptg
rep vinc	identifd	it authrzd factors	with of risk mthds hazrds	Prgrm Prgrm incl list incl Hirchy to adrs Systm	Developd Dvlopd Prgrm Prgm Prgm Ways Rptg Wrtn Prvd

Statistical Summary of Responses

Table 1A: Total Entities': 104

TO	TOTAL FULL CONTINUES TOTAL	· TUT			Tage of the same o														
Participants	Submitted	Submitted	Submitted	Written	Authorized	Posted	Reviewed	Evald policies,	Evald	Developd		Pigm	Prgm	Prgm	Ways to	Rote	With		Rpro
	Survey	Policy	Program	Policy	employee	Policy	records of	work practices	physical	Pigirm	_	ind list of	<u>ic</u>	Hirchy	adrs	Systm	Ŋ	Jmg	Systm
	92	2	8	ST	reps parcpd	29	violence	and work	work	Đ		TİŞ.	mthds	3)	hazids	10 E	Pigm		
					8			procedures	environmt		у өө	factors identifd	to prvnt						
Total entities	49	28	62	85	49	48	43	51	46	34	42	45	95	42	46	92	51	37	50
who answered																			
yes											37						2		
Total entities	4	00	38	ယ	ယ	4	_	2	ω	4	4	3	9	23	3	ω	œ	3	N
who answered																			
70																			
Total entities	11	11	=	11	11	=	3	H	=======================================	=	1	=	11	⊐	⇉	II.	⇉	=	⇉
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answered with																			
"other"																			

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				prynt	identifd	employee			and work								
	3			ᅙ	factors	authrzd		environmt	practices	violence		parcpd					
(<u> </u>	hazrds		mthds	of risk	with		work	work	⊴,		reps	Strat				
<u>a</u>	Systm Trn	to adrs	Hirchy	incl	incl list	Prgrm	Pigim	physical	policies,	records	Policy	employee	Policy	Program	Policy	Survey	
3	Rptg W		Prgm	Prgm	Prgm	Dylopd	Developd	Evald	Evald	Reviewed	Posted	Authorized	Written	Submitted	Submitted	Submitted	Participants

Table 1B:

Total entities who answered the survey: 49
Percentage of total entities: 47.1%

Total entities who responded to survey that answered "other" to	Total entities who responded to survey that answered N/A to questions	Total entities who responded to survey that answered no to questions	Total entities who who responded to survey that answered yes to questions
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0	0	ಬ	46
0	0	9	40
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4	3	4	38
	1	4	46
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		Pig	azrds	_	mthds	of risk	with		work	work	잌		reps	Strat				
Systm	g Tmg	stm Trn	to adrs Systm	Hirchy to	inci	incl list	Prgrm	Pigim	physical	policies,	records	Policy	employee	Policy	Program	Policy	Survey	
Rprtg	n Prvd	tg Wn			0	Prgm	Dylopd	윶	Evald	Evald	Reviewed	Posted	Authorized	Written	Submitted	Submitted Submitted	Submitted	Participants

Table 1C:
Total entities that did not answer the survey: 55
Percentage of total entities: 52.9%

Total entities) IS A 60	as 0 30 22	20	36	20	مد	A	7	30	5	A	ת	5	دد	20	יע	<u>.</u>	- 1
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survey who																		
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to questions																	_	
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answer the																		
survey who																		
answered no																		
to questions																		
(including no																		
response)																		
otal entities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0
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who did not																		
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survey who																		
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"other" to																		
questions																		
(including no																		
response)																		

Total agencies that Answered "other"	Total agencies that answered "N/A" to questions	Total agencies "no response"	Total agencies that answered no	Total agencies that answered yes	Ta To	Participants
0	0	ယ	ዴ	12	Table 2A: Total agencies: 49	Participants Submitted Submitted Submitted Written Survey Policy Program Strnt
0	0	သ	4	42	49	Submitted Policy
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36	_	3	_	14		Authorized Posted employee Policy reps parcpd
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31	ω	3	0	12		Reviewed records of violence
32	0	အ	<u> </u>	ಪ		Evald policies, work practices and work procedures
32	0	ယ		3		Evald physical work environmt
36	0	မ	2	8		Developd Prgrm
34	_	ယ	2	ယ		Dylopd Prgrm with authrzd employee
28	0	ယ	7	=		Prgrm incl list of risk factors identifd
20	0	ယ	ഗ	21		Prgm incl mthds to prvnt vinc
22	0	3	14	ð		Prgm Hirchy
28	0	ω	ഗ	ಪ		Ways / to adrs hazrds
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d Rprtg	Vrtn Prv	Rptg \	Ways	Prgm	Prgm	Prgm	Dylopd	Developd	Evald	Evald	Reviewed	Posted	Authorized	Written	Submitted	Submitted	Submitted	Participants

Table 2B:

Total agencies that responded to the survey: 12 Percentage of total agencies: 24.5%

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"other" to questions	survey that answered	responded to	Total agencies that	uestions	answered N/A	vey that	responded to	that	al agencies	uestions	swered no	vey that	ponded to		Total agencies	uestions	swered yes	vey that	responded to	抽	al agencies	
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			Strat	Policy	Written
		parcpd	reps	employee	Authorized
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		violence	윽	records	Reviewed
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S		environmt	work	physical	Evald
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rep	employee	<u></u>	work with	<u> </u>	Evald Developd Dvlopd
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	identifd	nt authrzd factors	of risk mthds	al Prgrm Prgrm inclist incl Hirchy to adrs Systm	Prgm Prgm Prgm Ways
	identifd	nt authrzd factors to	of risk mthds hazrds	al Prgrm Prgrm inclist incl Hirchy to adrs Systm	l Prgrm Prgm Prgm Ways Rptg Wrtn Prvd

Table 2C:
Total agencies that did not respond to the survey: 37
Percentage of Total Agencies: 75.5%

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Total agencies 0 that did not	<u> </u>	≅	뜨	4	-	ယ	4	G	0	-	ယ	ಪ	V	4	N	6	00	2
respond to the survey that																		
answered yes to questions																		
Total agencies 37 that did not	o	19	_	0	_	0	0	0	0	0	ហ	ယ	13	4	0	0	0	0
respond to the survey that																		
answered no to questions																		
(including no response)																		
Total agencies 0 that did not	0	o	0	o	0	0	0	0	0	G	o	0	0	0	0	c	0	o
respond to the																		
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to questions														G G				
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		violence	으	records	Reviewed
procedures	and work	practices	work	policies,	Evald
		environmt	work	physical	Evald
		environmt	work	physical Prgm	Evald Developd
rep	employee		1		Developd
rep	identifd	it authrzd factors	with of risk	Prgrm Prgrm incl list	Developd Dvlopd
rep vinc	303.93	it authrzd factors	with of risk	Prgrm Prgrm incl list	Developd Dvlopd Prgrm
rep vinc	identifd	it authrzd factors	with of risk mthds	l Prgrm Prgrm incl list incl Hirchy	Developd Dvlopd Prgrm Prgm Prgm
rep vinc	identifd	it authrzd factors	with of risk mthds	l Prgrm Prgrm incl list incl	Developd Dvlopd Prgrm Prgm Prgm
rep vinc	identifd	it authrzd factors	with of risk mthds	l Prgrm Prgrm incl list incl Hirchy	Developd Dvlopd Prgrm Prgm Prgm Ways
rep vinc	identifd	it authrzd factors	with of risk mthds hazrds	I Prgrm Prgrm inclist incl Hirchy to adrs	Developd Dvlopd Prgrm Prgm Prgm Ways Rptg
rep vinc	identifd	it authrzd factors	with of risk mthds hazrds	Prgrm Prgrm incl list incl Hirchy to adrs Systm	Developd Dvlopd Prgrm Prgm Prgm Ways Rptg With

						*
Total authorities	Total authorities N/A	Total authorities No Response	Total authorities that answered no	Total authorities that answered yes	Tah Tot	Survey
0	0	7	4	26	Table 3A: Total authorities:ir 37	Survey
0	0	7	2	28	ies:ir 37	Policy
0	0	7	7	23		Program Policy Strnt
2	0	7	_	27		Policy Strnt
12	2	7	2	24		employee reps parcpd
N	_	7		26		Policy
4	OI	7	1	20		records of violence
ယ	0	7	-	26		policies, work practices and work
o	0	7	_	23		physical work environmt
12	0	7	2	16		Pigm
-	_	7	2	23		Prgrm with authrzd employee
12	_	7	ω	24		incl list of risk factors identifd
ယ	0	7	ω	24		incl mthds to prvnt vlnc
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		3			<u></u>	••			environmt	practices	violence		parcpd					
		Prg	zrds	ha	mthds				work	work	앜		reps	Strnt				
Systm	Img	stm Trn	to adrs Systn	Hirchy to		ind list in	Prgrm	Pigim	physical	policies,	records	Policy	employee	Policy	Program	Policy	Survey	
Rprtg	in Prvd	tg Wn		10,000	_			용	Evald	Evald	Reviewed	Posted	Authorized Po	Written	Submitted	Submitted	Submitted	Participants

Table 3B:

Total authorities that completed the survey: 26

Percentage of authorities that responded to the survey: 70.3%

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Total ::	26	25	21	24	26 25 21 24 21 24	24	20	24	21	6	21	23	22	20	21	24	21	4	23
authorities that																			
responded to																			
the survey																			
yes to																			
questions			1	,	•						•		,					_	
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no to																			
Total	0	0	0	0	2		C I	0	0	0	-	4	0	0	0	0	0	_	0
that																			
responded to the survey																			
that answered																			
questions																			
Total	0	0	0	2	_	0	0	_	4	9	2		2	2	_	_	_	6	2
authorities																			
responded to																			
the survey																			
"other" to																			
questions																			
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Systm	Img	stm Trn	to adrs Systn	Hirchy to		ind list in	Prgrm	Pigim	physical	policies,	records	Policy	employee	Policy	Program	Policy	Survey	
Rprtg	in Prvd	tg Wn		10,000	_			용	Evald	Evald	Reviewed	Posted	Authorized Po	Written	Submitted	Submitted	Submitted	Participants

Table 3C:
Total authorities that did not answer the survey: 11
Percentage of total authorities: 29.7%

	A TO ASMITT	COLUMN TWO	TOTAL MALT	è	K.	25							8						
Total authorities that did not		ယ	3	ယ	ω	2	0	N	N	0	N	N	72	2	N	2	6	6	2
respond to the survey that answered yes to questions																			
Total authorities that did not	#	89	8	1	0	0	0	0	0	:-	0		-			-	2 - 1 1		_
respond to the survey that answered no to questions (including no response)																			
Total authorities that did not respond to the survey that answered N/A to questions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total authorities that did not respond to the survey that answered other to questions (including no	0	0	0	7	8	ဗ	11	ထ	అ	10	ထ	œ	00	c o	œ	8	10	10	œ
response)																			

					Participants
				Survey	Submitted Submitted
				Policy	Submitted
5				Program	Submitted
			Strit	Policy	Written
		parcpd	reps	employee	Authorized I
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vinc	prvnt	ᅙ	mthds	inc	Prgm
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			hazrds	to adrs	Ways
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		3	Pa	Img	₩rtn
				Img	Pvd
				Systm	Rprtg

Total separate entities that answered "other" to	Total separate entities that answered "N/A" to questions	Total separate entities "No Response"	Total separate entities that answered no to questions	Total separate entities that answered yes to questions	Tab Tot	Participants
0	0	_	G	11	Table 4A: Total separate	Submitted Survey
0	0	_	κ.	3	Table 4A: Total separate entities:vi 18	Submitted Policy
Ä	0		4	12	18	Submitted Program
_	0	_	_	15		Written Policy Strnt
Ó	.4.		0	11		Authorized employee reps parcpd
9	0	<u></u>	-	10		Posted Policy
ວາ	-	-	0	11		Reviewed records of violence
51	0	1	0	12		Evald policies, work practices and work procedures
6	0		ė.	10		Evald physical work environmt
7	0	-1	0	10		Developd Prgrm
6	1	1	0	10		Dylopd Prgrm with authrzd employee
6	0		4	10		Prgrm incl list of risk factors identifd
ហ	0	-	_	1		Prgm incl mthds to prvnt vinc
4	0		သ	15		Prgm Hirchy
თ	0		-	6		Ways to adrs hazrds
5	0	_	0	12		Rptg Systm
Ć)	0	-	0	12		Wrth Trng Prg
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					Participants
				Survey	Submitted
				Policy	Submitted
				Program	Submitted
			Strat	Policy	Written
		parcpd	герѕ	employee	Authorized
				Policy	Posted
		violence	약	records	Reviewed
procedures	and work	practices	work	policies,	Evald
		env	Work	몰	Ţ
		environmt	*	physical	ם
		-		al Prgmm	ald Developd
rep	employee	-		<u>m</u>	0
Гер	identifd	nt authrzd	with	al Prgrm Prgrm inclist	d Dvlopd Prgrm
rep vinc		nt authrzd factors	with	al Prgmm Prgmm incliist	d Dvlopd Prgrm
rep vinc	identifd	nt authrzd factors	with of risk mthds	al Prgrm Prgrm inclist incl Hirchy	d Dvlopd Prgrm Prgm Prgm
rep vinc	identifd	nt authrzd factors	with of risk mthds	al Prgrm Prgrm inclist incl	d Dvlopd Prgrm Prgm Prgm
rep vinc	identifd	nt authrzd factors	with of risk mthds	al Prgrm Prgrm inclist incl Hirchy	d Dvlopd Prgrm Prgm Prgm Ways
rep vinc	identifd	nt authrzd factors	with of risk mthds hazrds	al Prgm Prgm inclist incl Hirchy to adrs	d Dvlopd Prgrm Prgm Prgm Ways Rptg
rep vinc	identifd	nt authrzd factors to	with of risk mthds hazrds	al Prgrm Prgrm inclist incl Hirchy to adrs Systm	d Dvlopd Prgm Prgm Prgm Ways Rptg With Prvd

Table 4B:

Total separate entities that completed the survey: 11 Percentage of Total Separate Entities: 61.1%

Total separate entities that answered yes to the survey and answered "other" to questions	Total separate entities that answered yes to the survey and answered N/A to questions	Total separate entities that answered yes to the survey and answered no to questions	Total separate entities that answered yes to the survey and answered yes to questions
0	0	0	11
	0	-	10
0	0		10
0	0		10
0	,	0	10
0	0	_	10
0	-	0	10
	0	0	11
	0		SO.
_	0	0	10
-		0	80
	0	D	10
-	0	0	10
0	0		10
1-3	0	0	10
0	0	0	.3
o	0	0	11
	0		ဗ
_	0	0	16

À	e e				vinc	To the second	гер	*		procedures			-			7		
					prvnt	identifd	employee			and work								
	e. 	=			ᅙ	factors	authrzd		environmt	practices	violence		parcpd					
	<u>a</u>	- TD	hazrds		mthds	of risk	with		work	work	렃		reps	Strit				
Systn	Img Img	Systm T	to adrs	Hirchy	<u>n</u>	incl list	Prgrm	Pigrm	physical	policies,	records	Policy	employee	Policy	Program	Policy	Survey	
	Vrtn Prvd	Rptg V			Prgm	Prgrm	Dvlopd	Developd	Evald	Evald	Reviewed	Posted	Authorized Po	Written	Submitted	Submitted Submitted	Submitted	Participants

Table 4C:
Total separate entities did not answer the survey: 7
Percentage of total entities: 38.9%

Total separate entities that did not return the survey and answered "other" to questions (including no	Total separate entities that did not return the survey and answered N/A to questions	Total separate entities that did not return the survey and answered no to questions (including no response)	Total separate entities that did not return the survey and answered yas to questions
0	0	7	l I
0	0	N	5 2
1	0	4	2
N	0	0	υ ₁
თ	0	0	_
7	0	0	0
O 3	0	0	
රා	0	0	
თ	0	0	.4
7	0	0	0
o	0	0	-
თ	0	_	o
Cri	0	_	
G1	0	N	0
6	0		0
თ	0	0	1
6	0	0	<u></u>
7	0	0	0
6	0	0	

					Participants
				Survey	Submitted Submitted Submitted
				Policy	Submitted
				Program	
				Policy	_
3		parcpd	reps	employee	Authorized Posted
				Policy	Posted
		violence	잌	records	Reviewed
procedures	and work	practices	work	policies,	Evald
		environmt	work	physical	Evald
2				Pigm	Developd
гер			with		
			of risk		
vlnc	prvnt	₽	mthds		
				School	Prgm
			hazrds	to adrs	
				Systm	Rptg
		3	Pig	Ing	
ja.					Pvd
				Systm	Rprtg

Ailliv	Percentage of yes answers on questions	Yes answers to questions		Campaga	Total Surveys	Tot	Ta
Allia Table SR.					49	Total Survey Results:	Table 5A:
						Results:	
	93.9	\$		Strat			
	83.7	41	0	parcpd	Authorized		
	91.8	\$		Lolley	Posted		
	79.6	39			Reviewed		
	89.8	4		and work procedures	Evald policies,		
	77.8	88		environmt	Evald physical		
	69.4	ጵ		3	Developd		
	77.6	38		employee rep	Dylopd Prgm		
	81.6	8		of risk factors identifd			
	81.6	40		prvnt	Pigm incl		
	79.6	39		illay	Pigm		
	81.6	8		hazrds			
	91.8	45		Oyanii	Rptg		
	81.6	46		Prgm			
	59.2	29		ā	Pvd		
	91.8	\$			Rprtg S		

Agency Survey Results

Agency Surveys Complete	12		Written Policy Strnt	Authorized Posted employee reps Policy parcpd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environmt	Developd Prgrm	Dvlopd Prgrm with authrzd employee rep	Prgrm incl list of risk factors identifd	Prgm incl mthds to prvnt vinc	Prgm Hirchy	Ways to adis hazids	Rptg Systm	With Ting Pigm	Img Tod	Rprig S
Yes answers to questions			12	10	11	9	9	8	8	8	G B	QD.	9	Q	10	00	6	12
													7					
Percentage of yes answers on questions			100	83.3	91.7	75	75	66.7	66.7	66.7	66.7	66.7	75	75	83.3	66.7	50	

					Participants
				Survey	Submitted Submitted
				Policy	
ů.				Program	Submitted
			Strat	Policy	Written
		parcpd	reps	employee	Authorized Posted
				Policy	Posted
		violence	으 ,	records	Reviewed
procedures	and work	practices	work	policies,	Evald
		environmt	work	physical	Evald
				Pigm	Developd
гер	employee	authrzd	with	Prgrm	Dylopd
	identifd	factors	of risk	ind list	Prgrm
vInc	prvnt	ਰ	mthds	inc.	Prgm
				Hirchy	
			hazrds	to adrs	Ways
				Systm	Rptg
		3	Pig	Ing	Wrtn
				Img	
				Systrr	Rprtg

Table 5C:
Authority Survey Results:

Percentage of yes answers on questions	Yes answers to questions	Authority Surveys Complete
		26
92.3	24	Written Policy Strnt
80.8	21	Authorized employee reps parcpd
92.3	24	Posted Policy
76.9	20	Reviewed records of violence
92.3	24	Evald policies, work practices and work procedures
80.8	21	Evald physical work environmt
61.5	16	Developd Prgrm
80.8	21	Dvlopd Prgrm with authrzd employee rep
84.6	22	Prgrm ind list of risk factors identifd
84.6	22	Prgm incl mthds to prvnt vinc
76.9	20	Prgm Hirahy
80.8	21	Ways to adrs hazrds
92.3	24	Rptg Systm
80.8	21	With Ting Pigm
53.8	14	Prvd
88	23	Rprfg S

Table 5D: Separate Entity Survey Results:ⁿⁱ

Separate Entity Surveys Complete	= = = = = = = = = = = = = = = = = = = =		Written Policy Strnt	Authorized Posted employee reps Policy parcpd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environmt	Developd Prgrm	Dviopd Prgrm with authrzd employee rep	Prgmn ind list of risk factors identifd	m Prgm incl list mthds to k prvnt yrs vinc	Hirdhy Prgm	Ways to adrs hazrds	Rptg Systm	71-	Wrth Ting Prgm	Mth Prvd Tmg Tmg
Yes answers to questions			10	10	10	10	11	Ð	10	9	10	10	10	10	40.000	11	11 11	
Percentage of yes answers																		
on questions			90.9	90.9	90.9	90.9	100	81.8	90.9	81.8	90.9	90.9	90.9	90.9	8	100		100

					√Inc		гер			procedures								
					prvnt	identifd	employee			and work								
	3	0			ਰ	factors	authrzd		environmt	practices	violence		parcpd					
	Pg		hazrds		mthds	of risk	¥		work	work	윽,		reps	Strat				
Tmg Systm	Trng T	_	to adrs	Hirchy	incl	ind list	Prgrm	Pigirm	physical	policies,	records	Policy	employee	Policy	Program	Policy	Survey	
Prvd Rprtg		Rptg	Ways	Prgm	Prgm	Prgrm	Dylopd	Developd	Evald	Evald	Reviewed	Posted	Authorized Posted	Written	Submitted	Submitted	Submitted	Participants

table. All answers may not be accurate. on the information provided by each entity to the Subcommittee. Conclusions drawn by Subcommittee staff on each entity's compliance with the Workplace Violence Prevention Law are included in this 1 For those entities that did not return a workplace violence prevention law survey, Subcommittee staff used its best judgment to conclude whether or not those entities were in compliance with the law based

The answer indicated on each survey question in this table is a conclusion made by Subcommittee staff based on information provided to the Subcommittee by participating entities

The answer indicated on each survey question in this table is a conclusion made by Subcommittee staff based on information provided to the Subcommittee by participating entities

^{*} Conclusions drawn by Subcommittee staff on each entity's compliance with the Workplace Violence Prevention Law are included in this table. All answers may not be accurate.

The answer indicated on each survey question in this table is a conclusion made by Subcommittee staff based on information provided to the Subcommittee by participating entities

[&]quot;Conclusions drawn by Subcommittee staff on each entity's compliance with the Workplace Violence Prevention Law are included in this table. All answers may not be accurate.

The answer indicated on each survey question in this table is a conclusion made by Subcommittee staff based on information provided to the Subcommittee by participating entities

vii Second lowest percentage of total entities completed

^{*}Lowest percentage of agencies that completed the survey have completed training (50%)

Lowest percentage of authorities that completed the survey have completed training

m 'Separate entities' that completed the survey answered yes more times on average than agencies and authorities that answered the survey.

Appendix G Complete Response Matrix

Complete Response Matrix

9. NYS Department of Public Service	8. Office of Parks, Recreation and Historic Preservation	7. Developmenta I Disabilities Planning Council (Under OPWDD)	6. People with Developmenta I Disabilities, Office for	5. Insurance Department	4. Department of Health	Department of Environmental Conservation	2. Division of the Budget	Department Agriculture & Market	Agencies	Participants
yes	yes	yes	yes	yes	yes	yes	yes	yes		Submitted Survey
yes	по	yes	yes	yes	yes	yes	yes	yes		Submitted Policy
yes	ъ	yes	yes	yes	yes	yes	yes	по		Submitted Program
увѕ	Yes	yes	увѕ	yes	yes	yes	yes	yes		Written Policy Stmt
yes	yes	уез	уев	yes	уеѕ	yes	N/A	8		Authorized employee reps parcpd
yes	yes	yes	yes	yes	yes	8	yes	yes		Posted Policy
Yes	Yes and ongoing	Yes	Yes	N/A	Yes	Yes	N/A	Yes		Reviewed records of violence
yes	ongoing	yes	yes)es	yes	yes	yes	yes		Evald policies, work practices and work procedures
Yes	ongoing	Yes	Үөз	Yes	Yes	in Pag	Yes	yes		Evald physical work environmt
yes	yes	yes	увѕ	yes	увѕ	Tentative	yes	70		Developd Prgrm
yes	yes	yes	уез	Ϋ́es	yes	Tentative	N/A	по		Dvlopd Prgm with authrzd employee rep
Yes	Yes	Yes	Yes	Yes	Yes	in Prg	Yes	no		Prgm incl list of risk factors identifd
yes	yes	yes	yes	yes	yes	In Prg	yes	ъ		Prgm incl mthds to prvnt vinc
yes	yes	yes	yes	yes	увз	In Prg	yes	Yes		Prgm Hirchy
yes	Yes and ongoing	yes	yes	yes	yes	in Prg	yes	yes		Ways to adrs hazrds
yes	yes	yes	yes	yes	yes	yes	yes	yes		Rptg Systm
yes	yes	yes	уев	yes	yes		yes/U sing GOER	8		Tmg Prgm
yes	in pig	yes	yes	yes	yes	8	NA/no found risk	8		Tmg
yes	Yes	yes	yes	yes	yes	yes	yes	yes		Rprtg Systm

9	Beverage Control	18. Division of Alcoholic	17. Office of General Services	16. Governor's Office of Employee Relations	15. Department of Correctional Services	14. Department of Civil Service	13. Office of Alcoholism and Substance Abuse Services	12. Office of Aging	11. Office of the Welfare Inspector General	10. Science, Technology and Innovation, NYS Foundation for	Participants
8		8	70	по	по	по	ъ	yes	yes	yes	Submitted Survey
7	submitted own policy)	Yes (under OGS but	уев	yes	увз	yes	yes	yes	Yes (DV)	yes	Submitted Policy
program	submitted	Yes (under OGS but	по	yes	yes	yes	yes	ПО	Yes (DV)	yes	Submitted Program
		yes	yes	yes	увз	увѕ	yes	yes	yes	yes	Written Policy Stmt
		yes	?	?	?	?	?	yes	yes	yes	Authorized employee reps parcpd
		~>	?	·9	?	?	<i>"</i>	yes	yes	yes	Posted Policy
*		~>	?	увѕ	?	увѕ	.>	Yes	Yes	NA A	Reviewed records of violence
		.9	?	yes	ģ	?	,	In Prg	yes	по	Evald policies, work practices and work procedures
		~>	?	Yes	?	Yes	.9	in Pig	Yes	8	Evald physical work environmt
		~>	7	?	?	?	,	Under dvplmt	yes	ъ	Developd Prgrm
		?	?	?	?	?	٠٠	Yes	yes.	ю	Dvlopd Prgrm with authrzd employee
		70	?	yes	no	увѕ	по	Under dvipmt	Yes	No 0	Prgm incl list of risk factors identifd
		yes	yes	уөз	по	увѕ		Under dvlpmt	yes	70	Prgm incl mthds to prvnt vlnc
		70	ю	?	70	no		Under dypmt	увя	8	Prgm Hirchy
		по	?	увѕ	no	увѕ	по	Under dvipmt	yes	ъ	Ways to adrs hazrds
		~>	?	?	,	?	?	Under dvlpmt	yes	по	Rptg Systm
		~>	88	?	?	?	*>	Under dwpmt	yes	ъ	Tmg Prgm
		.~	Yes/o ngoin g	?	?	?	?	8	yes	ਰ	Tmg
		~>	,2	'n	ņ	?	~	yes	yes	yes	Rprtg Systm

ő	00020IN	νω ± Ο ₹ π Ν	\$0020±0808	ೲೞಕದುರುಣ≕	70
	22. Office of Homeland Security (Under the Office of General Services)	21. State Emergency Management Office (Under the Office of General Services)	20. Office of Cyber Security & Critical Infrastructure Coordination (Under the Office of General Services)	19. New York State Consumer Protection Board (Under the Office of General Services)	Participants
	ou	по	3	по	Survey
	Yes (under OGS but submitted own policy)	Yes (OGS)	Yes (OGS)	Yes (OGS)	Submitted Policy
	Yes (under OGS but submitted own program)	8	8	ъ	Submitted Program
	yes	уөз	увѕ	yes	Written Policy Stmt
	?	?	~	?	Authorized employee reps parcpd
	,	?	~	~	Posted Policy
	?	?	·v	?	Reviewed records of violence
	,	•>	·v	٠٠.	Evald policies, work practices and work procedures
	2	?	~	?	Evald physical work environmt
	v	?	·v	ė,	Developd Prgrm
	¢,	?	v	?	Dvlopd Prgrm with authrzd employee rep
	?	?	·v	٧٠	Prgm incl list of risk factors identifd
	yes	yes	yes	yes	Prgm incl mthds to prvnt vinc
	on	no	по	по	Prgm Hirchy
	~	?	·v	?	Ways to adrs hazrds
	?	<i>~</i> >	·v	<i>"</i> v	Rptg Systm
	yes	yes	yes	yes	With Ting Prgm
	Yes/o ngoin g	Yes/o ngoin g	Yes/o ngoin g	Yes/o ngoin g	Prvd Trng
	">	?	·v	?	Rprtg Systm

32. Pa	31. Depart Motor Vehicle	30. Div Military Naval Affairs	29 Me	<u> 28</u>	27. Dep Lab	ହ ଅନ୍ତ	王 25	Se 의 (근 A) 등 24	23 Se G Q (즉 구 As 타 23	î
32. Division of Parole	31. Department of Motor Vehicles	30. Division of Military and Naval Affairs	29. Office of Mental Health	28. Division of Lattery	27. Department of Labor	26. Office of the Inspector General	25. Division of Human Rights	24. Division of Veterans' Veterans' Affairs (Under the Office of General Services	23. NYS Employee Assistance Program (Under the Office of General Services)	on week
76	no	no	по	ПО	on	96	no	no	по	Survey
yes	ъ	Yes (DV)	yes	yes	yes	yes	yes	Yes (OGS)	Yes (OGS)	Policy
yes	yes	Yes (DV)	yes	yes	yes	ю	yes	ъ	ю	Program
Yes	yes	,9	yes	yes	yes	yes	yes	увя	yes	Policy Stmt
?	yas	?	?	увя	yes	?	?	?	٠٠	employee reps parcpd
?	уөз	'n	.9	~>	yes	~>	?	?		Policy
?	увѕ	,	ģ	.,2	yes	ņ	?	•>	٠.	records of violence
?	Yes	?	?	?	yes	yes	?	è	<i>,</i>	work practices and work procedures
?	Yes	?	.9	->	Yes	Yes	?	?	?	physical work environmt
~>	?	,9	">	~>	yes	~>	÷2	. 2	'n	Pigim
?	yes	,9	-33	.9	yes	?	?	•	٠٠	Prigrm with authrzd employee rep
no	увѕ	?	.9	?	yes	?	по	?	٠,	rigini incl list of risk factors identifd
no	yes	?	,9	'n	yes	?	yes	yas	yes	rigm incl mthds to prvnt vlnc
70	yes	.5	ە.	.0	yes	?	?	no	no	rigm Hirchy
yes	yes	,2	, >	9	yes	, °	?	?	?	ways to adrs hazrds
ģ	?	,	ģ	yes	yes	ģ	?	Ć	?	Systm
*9	yes	~>	">	~>	yes	?	?	yes	yes	Tmg Prgm
yes	?		Ş	. ,	yes	٠.	?	Yes/o ngoin g	Yes/o ngoin g	Tmg
~9	~>		.9	yes	yes	?	.2	٠٠٠	"	Systm

Participants 33. Division of Probation and Correctional Alternatives 34. Department of Taxation and Finance of Finance o	Submitted Survey	Submitted Policy yes	Submitted Program no yes	Written Policy Simt yes	Authorized employee reps parcpd ?	Posted Policy ?	Reviewed records of violence?	Evald policies, work practices and work procedures ?	Evald physical work environmt?	rgrm	Dylopd Dylopd Prgrm with authrzd employee rep ?		Prgrm incl list of risk factors identifid?	Prgrm incl list of risk factors identifid ?	Prgm Prgm incl list of incl incl sisk factors to prvnt identifd vinc ? no	Prgm Prgm Prgm Incl list of incl Hirchy risk mthds factors to prvnt identifid vinc no no ? ? ? ? ? ?	Prgrm Prgm Prgm Ways to incl list of incl Hirchy adrs factors to prvnt identifid vinc ? no no no no	Prgm Prgm Prgm Ways to Rotg With incl list of incl Hirchy adrs Systim Tmg factors to prvnt identifid vinc no no no ? ? ? ? ? ? ? ? ? ? ? ? ? ? ?	Prgm Prgm Prgm Ways to Rptg With Incl list of Incl Hirchy adrs Systm Tmg risk milhds hazrds hazrds Vinc Prgm 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7
	3 3 3	y y	yes yes	yes yes	ە·	· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·	ş '9 '9	5		Yes ?	7000	9 9 9	Yes 2					
38. NYS Office for Technology/N YS Chief Information Officer	Б	yes	yes	yes	2	ా	">	увѕ		Yes	Yes ?		79	?	? ?	? ?	? ? ? ?	? ? ? ? ?	? ? ? ? ?
37. Department of Transportation	Б	yes	yes	yes	?	9	?	?		2	?		?	? ?	? ? ?	7 7 7 7	7 7 7 7 7	2 3 3 3 5 3	2 2 2 2 2 2
38. Office of Children and Family Services	no	yes	увз	yes	?	?	?	,		?	?		?	? ?	? ? ?	9 9 9	9 9 9 9	9 9 9 9	9 9 9 9 9
39. Council on Children and Families (Under the Office of Children and Families)	по	yes	yes	yes	?	,9	?	?		?		Ģ	Ģ	?	? ? ?	? ? ?	9 9 9 9	? ? ? ? ?	2 2 2 2 2 2 2
40. Empire State Development	no	yes	ου	Yes	?	?	?	ż		Analyzing risk assmis	Analyzing In Prg risk assmis	65	s In Pig	s In Prg ?	s In Prg ? ?	s In Prig ? ? ?	s In Prig ? ? ?	s In Pig ? ? ? ?	s In Prig ? ? ? ? ?
41. Department of Criminal Justice Services	N	yes	ю	Yes	?	?	2	?		.9	?		"	2	? ?	? ?	? ? ?	? ? ?	2 2 2 2

	> m →	>		Ī			4.	TD >		A T O IK	4 n 0	4.03		400	E-11
	1. Battery Park City Authority	Authorities	Parlicipants	-	Tax Appeals and Tax Appeals Tax Appeals Tax Appeals Tribunal	Division of	48. Banking Department	Adirondack Park Agency	47.	46. Division of Housing and Community Renewal	45. Department of State	44. Division of State Police	43. Office for the Prevention of Domestic Violence (with DCJS)	42. Commission of Correction	Participants
	yes		Submitted Survey		response	5	No response	response	No.	ПО	on	76	8	8	Survey
	yes		Submitted Policy	-	response	N	No response	response	No	ю	no	Yes	yes	yes	Submitted Policy
3	yes		Submitted Program		response	2	No response	response	No	5	по	No (but in the policy it says it is on the intranet)	ъ	8	Submitted Program
	yes		Written Policy Stmt		response	5	No response	response	No.	ģ	по	yes	yes	Yes	Written Policy Stmt
	yes		Authorized employee reps parcpd	-	No response	No recronso	No response		No response	?	Yes in prg	?	٠٠	٠,	Authorized employee reps parcpd
	yes		Posted Policy		response	5	response	response	No.	ć	no	ģ	~>	~>>	Posted Policy
	N/A		Reviewed records of violence		response	2	response No	response	ON.	?	~>	į	">	?	Reviewed records of violence
	yes		Evald policies, work practices and work procedures		No response	No response	No response		No response	?	?	?	?	?	Evald policies, work practices and work procedures
	Yes		Evald physical work environmt		No lesponse	No reconce	No response		No response	?	?	?	. >	?	Evald physical work environmt
	yes		Developd Prgrm		response	5	No response	response	No.	Ś	~~>	ļ	">	"	Developd Prgrm
	yes		Dylopd Prgm with authrzd employee		No response	No response	No response		No response	2	?	?	'>	?	Dylopd Prgrm with authrzd employee
	yes		Prgm incl list of risk factors identifd		response	5	No response	response	ON	?	?	?	.9	.9	Prgmi incl list of risk factors identifd
	yes		Prgm incl mthds to prvnt vlnc		respons e	2 0	espons No	respons e	oN N	į	9	?	?	,	Prgm incl mthds to prvnt vlnc
	Yes		Prgm Hirchy		respons e	5	No respons	respons e	ON ON	ć	. 2	?	<i>'</i> 9	?	Prgm Hirchy
	yes		Ways to adrs hazrds		response	25	No response	response	No	?	?	?	ာ	?	Ways to adrs hazrds
	Yes		Rptg Systm		respons e	5	No respons	respons e	No	ļ	· ' '	?	?	٠٠	Rptg Systm
	yes		Tmg Pigm		nse No	5 8	respo No	respo nse	No.	ć	in Prg	?/On intran et	•>	?	Wrth Tmg Prgm
	yes		Prvd		respo nse	5 00	odsau oN	respo nse	ON N	,	?	?	?	?	Prvd Trng
	yes		Rortg Systm		response	5	No response	response	No.	'n	'n	?	?	?	Rprtg Systm

State Energy Research and Development Authority	Center Operating Corporation	10. New York Convention	9. Nassau Health Care Corporation	8. Metropolitan Transportation Authority	7. Long Island Power Authority	6. Hudson River-Black River Regulating District	5. Erie County Medical Center Corporation	4. Development Authority of the North Country	3. Central New York Regional Transportation Authority	2. Capital District Transportation Authority	Participants
	¥œ,	yes	yes	yes	yes	yes	yes	yes	yes	yes	Survey
	Yes/draft	yes.	yes	yes	yes	yes	yes	Ř	yes	Æ	Submitted Policy
	Yes/draff)es	yes	yes	yes	yes	yes	yes.	по	yes	Submitted Program
	n P B	yes	yes	yes	yes	yes	yes	yes	yes	yes	Written Policy Stmt
	a B	8	yes	yes	N/A	yes	yes	yes	yes	yes	Authorized employee reps parcpd
	N/A	yes	yes	yes	yes	yes	yes	yes	yes	yes	Posted Policy
	Ke n	yes	yes	yes	n/a	yes	yes	NA.	yes	ਰ	Reviewed records of violence
	in Pra	œ	yes	yes	yes	yes	yes.	yes	yes	yes	Evald policies, work practices and work procedures
	P P P P P P P P P P P P P P P P P P P	yes	yes	yes	yes	yes	yes	yes	yes	Yes	Evald physical work environmt
	D P P P P P P P P P P P P P P P P P P P	yes	yes	yes	yes	yes	yes	yes	yes	yes	Developd Prgrm
	P	8	¥	yes	n/a	yes	yes	Ř	ys	ģ	Dylopd Prgrm with authrzd employee
	n Pa	yes	ýæ	увя	yes	yes	yes	yes	no	yes	Prgmind list of risk factors identifid
	in Pa	yes	yes	yes	yes	yes	y e s	yes	no	yes	Prgm incl mthds to prvnt vinc
	Ped	yes	yes	увѕ	yes	yes	yes	In empl safety manuel	70	8	Prgm Hirchy
	Pa	ě	yes	yes	yes	yes)gg	ýġ	no	yes	Ways to adrs hazrds
	in Pro	yes	yes	yes	yes	yes	yes	yes	yes	yes	Rptg Systm
-	P P P P P P P P P P P P P P P P P P P	yes	yes	yes	yes	yes	yes	yes	70	yes	Tmg Prgm
	PB PB	8	yes	yes	yes	yes	yes:	ýg	8	yes	Tmg
	n P e	yes	yes	yes	yes	yes	yes	yes	סח	yes	Rprtg Systm

20. State of New York Mortgage Agency	19. New York State Housing Finance Agency	18. New York State Affordable Housing Corporation	17. Roswell Park Cancer Institute	16. Port of Oswego Authority	15. Niagara Frontier Transportation Authority	14. NYS Canal Corporation- (Under NYS Thruway Authority)	13. New York State Thruway Authority	12. New York State Olympic Regional Development Authority	Participants
yes	yes	yes	yes	yes	yes	увз	yes	yes	Survey
HOMES)	Yes(NY HOMES)	Yes(NY HOMES)	yes	sək	sak	yes	yes	yes	Submitted Policy
(NY HOMES)	Yes/draft (NY HOMES)	Yes/draft (NY HOMES)	yes	yes	yes	No	No	yes	Submitted Program
yes	yes	yes	увя	yes	yes	ува	yes	yes	Written Policy Stmt
Yes	yes	yes	уев	yes	yes	уеѕ	yes	78	Authorized employee reps parcpd
yes	yes	yes	увѕ	yes	yes	уөs	yes	yes	Posted Policy
yes	yes	yes	yes	yes	yes	yes	yes	N/A	Reviewed records of violence
Š	yes	yes	yes	yes	yes	уез	yes	по	Evald policies, work practices and work practices and work procedures
yes	yes	yes	yes	yes	yes	In prg	In prg	8	Evald physical work environmt
3 3	n Pig	In Pig	увѕ	yes	yes	Final in draft	Final in draft	76	Developd Prgrm
yes	yes	¥.	уев	yes	yes	уеѕ	yes	3	Dvlopd Prgrm with authrzd employee
yes	yes	yes	ува	yes	yes	ува	yes	по	Prgmi incl list of risk factors identifd
Ŷ	yes	yes	yes	yes	yes	yes	yes	по	Prgm incl mthds to prvnt vlnc
yes	yes	yes	увѕ	yes	yes	yes	yes	70	Prgm Hirchy
Š	yes	yes	уез	yes	уез	уез	yes	ъ	Ways to adrs hazrds
yes	yes	yes	yes	yes	yes	yes	yes	yes	Rptg Systm
yes	yes	yes	увѕ	П	yes	yes	yes	по	With Ting Pigm
Sept 2010	Sept 2010	By Sept 2010	yes	90	yes	yes	yes	8	Prvd Trng
yes	yes	yes	уөв	yes	yes	yes	yes	yes	Rprtg Systm

policy	8	70	70	8	8	Pig in	NA	DEC in Pig	Will use DEC risk eval when complete	Will use DEC risk eval when complete	ýgs	yes	ъ	NA	in draft form	70	8	yes	30. Environmental Facilities Corporation
"	->	~>	~>	?	.0	.9	?	?	~	?	,	?	,	?	No	8	8	8	29. New York State Theatre Institute
yes	~	">	yes	увя	yes	уез	увз	увя		уюя	уве	''	yes	ува	Yes	yes	yes.	8	28. Homeless Housing Assistance Corporation (Under Temporary and Developmenta I Disabilities Corporation)
yes	,9	·~	yes	yes	yes	yes	yes	yes	?	sek	yes	?	yes	yes	Yes	yes	yes	по	27. Office of Temporary and Disability Assistance
no	no	no	по	no	70	no	na	in Prg	No	In Prg	In Prg	in Prg	?	yes	Yes	по	yes	ю	26. Dormitory Authority of the State of New York
yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	Yes	yes	yes	yes	25. Housing Trust Fund Corporation
yes	yes.	yes	yes	yes	yes	yes	ýœ	yes	yes	yes	ýœ	N/A	yes	yes	Yes	yes	yes	yes	24. Hudson River Park Trust
yes	N.	yes	yes	8	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	Yes	8	yes	yes	23. NYS Power Authority
yes	By Sept 2010	yes	yes	yes	yes	yes	yes	yes	In Pig	yes	yes	yes	yes	yes	yes	Yes/draft (NY HOMES)	Yes (NY HOMES)	yes	22. Tobacco Settlement Financing Corporation
ot yes	Sept 2010	yes	yes	yes	yes	ýg.	yes	Yes.	In Pig	yes	es	yes	yes	yes	yes	Yes/draft (NY HOMES)	Yes(NY HOMES)	yes	21. State of New York Municipal Bond Bank Agency
d Rprtg g Systm	n Prvd	y With Ting Prgm	to Rptg Systm	Ways to adrs hazrds	Prgm Hirchy	Prgm incl mthds to prvnt vinc	Prgm incl list of risk factors identifd	Dvlopd Prgrm with authrzd employee	Developd Prgrm	Evald physical work environmt	Evald policies, work practices and work procedures	Reviewed records of violence	Posted Policy	Authorized employee reps parcpd	Written Policy Strnt	Submitted Program	Submitted Policy	Submitted Survey	Participants

ŀ											71:						
yes		yes	yes	yes	Yes	yes	yes	yes	yes	yes	yes	Yes	yes	yes	yes	yes	1. Office of Attorney General
																	Separate Entities
Systm	∞	adrs hazrds	Hirchy	incl mthds to prvnt vlnc	incl list of risk factors identifd	Prgrm with authrzd employee rep	Prgrm	physical work environmt	work practices and work procedures	records of violence	Policy	employee reps parcpd	Policy Strnt	Program	Policy	Survey	
_	ਰ	Ways to	Pigm	Prgm	Pigm	Dvlopd	Developd	Evald	Evald policies,	Reviewed	Posted	Authorized	Written	Submitted	Submitted	Submitted	Participants
se respons	8	response	respons	respons e	response	No response	nesponse	No response	No response	No response	response	No response	No response	No response	No response	No response	37. Westchester County Health Care Corporation
		No response	No respons e	No respons	No response	No response	No response	No response	No response	No response	response	No response	No response	No response	no response	No response	36. Rochester- Genesee Regional Transportation Authority
No respons		No response	No respons e	No respons	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	35. Ogdensburg Bridge and Port Authority
No respons		No response	No respons	No respons e	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	34. New York State Bridge Authority
No respons e		No response	No respons e	No respons e	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	rasponse oN	No response	33. New York Local Government Assistance Corporation
No respons e		No	No respons	No respons	No response	No response	No response	No response	No response	No response	No	No response	No response	No response	No response	No response	32. Natural Heritage Trust
No respons e		No response	No respons e	No respons e	No response	No response	No response	No response	No response	No response	No response	No response	No response	response	No response	No response	31. Erie County Fiscal Stability Authority
Rptg Systm		Ways to adrs hazrds	Prgm Hirchy	Prgm incl mthds to prvnt vlnc	Prgm incl list of risk factors identifd	Dvlopd Prgrm with authrzd employee rep	Developd Prgrm	Evald physical work environmt	Evald policies, work practices and work procedures	Reviewed records of violence	Posted Policy	Authorized employee reps parcpd	Written Policy Stmt	Submitted Program	Submitted Policy	Submitted Survey	Participants

	13. Higher Education Services Corporation	12. Crime Victims Board	11. Council on Arts	10. Office of State Comptroller	9. State University of New York (SUNY)	8. State University Construction Fund	7. Racing and Wagering Board	6. Commission on Judicial Conduct	5. NYS Employment Relations Board	4. Board of Elections	3. Department of Education	2. Office of Court Administration	Participants
10	9 34	ä	9		y of k	tion Y	2	5	2001	3,	#		0
	ਰ	8	yes	yes	yes	yes	yes	yes	yes	Yes (under OGS)	yes	yes	Survey
1.5	yes	yes	yes	yes	yes	yes	yes	yes	по	Yes (DV)	yes	yes	Submitted Policy
	yes	8	Yes/DV	yes	yes	yes	yes	yes	по	Yes (DV)	yes	yes	Submitted Program
	увз	yes	yes	yes	yes	yes	уев	увя	yes	Yes	8	yes	Written Policy Stmt
4.5	~	?	yes	yes	yes	yes	yes	N/A	yes	yes	yes) The	Authorized employee reps parcpd
	~	~3	yes	yes	yes	yes	yes	yes	yes	yes	3	yes	Posted Policy
	٠٠	?	yes	yes	yes	yes	yes	yes	A/N	yes	yes	yes	Reviewed records of violence
	~	.9	yes	yes	yes	yes	yes	yes	yes	yes	yes	š	Evald policies, work practices and work procedures
	<i>'</i> v	?	yes	yes	yes	yes	yes	yes	yes	yes	8	in Pig	Evald physical work environmt
	~>	79	yes	yes	yes	yes	уөѕ	yes	yes	yes	yes	n Pg	Developd Prgrm
	~	?)gg	уев	yes	yes	yes	NA	yes	yes	yes	in Prg	Dvlopd Prgrm with authrzd employee rep
	no	.9	Ē	Yes	Yes	Yes	Yes	Yes	Yes	Ϋ́es	ģ	in Prg	Prgrm incl list of risk factors identifd
	yes	?	yes	yes	yes	yes	yes	yes	yes	yes	yes	In Prg	Prgm incl mthds to prvnt vlnc
	70	.0	yes	yes	yes	yes	R	yes	yes	yes	yes	Yes	Prgm Hirchy
	~>	->	yes	yes	yes	yes	yes	уев	yes	yes	yes	in Pig	Ways to adrs hazrds
	~	,9	yes	yes	yes	yes	yes	yes	yes	yes	yes	ĕs	Rptg Systm
	: NO	~>	yes	yes	yes	yes	уөв	yes	yes	yes	yes	š	Tmg Prgm
	~	.9	ģ	yes	yes	yes	yes	yes	yes	yes	8	in Prg	Trng
	~>	~>	yes	yes	yes	Coord jt trng prgm with SUN	yes	yes	yes	yes	yes	yes	Rprtg Systm

Participants	Submitted Survey	Submitted Policy	Submitted Program	Written Policy Stmt	Authorized employee reps parcpd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work	Evald physical work environmt	Developd Prgrm	Dviopd Prgrm with authrzd emplovee	Prgm incl list of risk factors	Prgm incl mthds	Pigm Hirchy	Ways to adrs hazrds	Rptg Systm	Wrth Tmg Prgm	Prvd Tmg	Rprtg Systm
14. State Insurance Fund	90	yes	yes	yes	?	?	?	į	ć,	?	?	?		то	по	yes	?	ė.	yes
15. Public Employment Relations Board	ТО	yes	8	yes	?	,9	,2	?	,7	~>	?	,9	.9	?	.9	->	~>	.9	~>
16. Workers Compensation Board	по	yes	no	yes	Yes (DV)	.9	уөѕ	yes	yes	.>	Yes (DV)	.9	.9	,9	.9	,9	yes	.9	ņ
17. City University of New York	no	no	Draft outline	?	Plans to	?	9	?	Some risk assmts completed	in draft form	?	?	?	?	?	,9	~9	?	''9
18. Roosevelt Island Operating Corporation of the State of New York	No response	no response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No respons e	No respons e	No response	No respons e	nse	No respo nse	No response

¹ A workplace violence policy statement is a statement developed and implemented by the employer that states the employer's workplace violence prevention violence incident. indicate the employer's work-place violence prevention policy and incident alert and notification policies for employees to follow in the event of a workplace program goals and objectives and provide for full employee participation through an authorized employee representative. The policy statement should briefly

workplace violence. employer's workplace violence policy statement, a list of risk factors at each worksite identified in the risk evaluation and a system for reporting instances of outlining the steps the employer is taking to address and eliminate workplace violence. Each written program is required to include (among other criteria) the ¹ A workplace violence prevention program is a program created and implemented by the employer with participation of authorized employee representatives

ii Developed and implemented a workplace violence policy statement on the employer's workplace violence prevention goals and objectives? (12 NYCRR Part 800.6 (e) (1))