

NYS UNIFIED COURT SYSTEM
Workplace Violence Prevention
Policy

The NYS Unified Court System (UCS) is committed to the safety and security of our employees. Workplace violence presents a serious occupational safety hazard to our judges and nonjudicial personnel and to the public.

The term "workplace violence" is defined as any physical assault, threatening behavior or verbal abuse occurring in the work setting. 12 NYCRR Part 800.6(d)(11) 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: an attempt or threat, whether verbal or physical, to inflict physical injury upon an employee, any intentional display of force which could give an employee reason to fear or expect bodily harm, intentional and wrongful physical contact with a person without his or her consent that entails some injury, and stalking an employee with the intent of causing fear or material harm to the physical safety and health of such employee when such stalking has arisen through and in the course of employment."

The UCS prohibits workplace violence and will not tolerate violence, threats of violence, or intimidating conduct in the workplace. Threats, threatening behavior or acts of violence against judges, employees, visitors, guests or other individuals by anyone on UCS property 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 and the public, following all policies, procedures and program requirements, and assisting in maintaining a safe and secure work environment.

This policy is designed to meet the requirements of NYS Labor Law 27-b and was developed in conjunction with representatives from the collective bargaining associations.

The following highlights some of the elements that are found within our Workplace Violence Prevention Policy:

- The evaluation of the physical environment;
- The development of the Workplace Violence Prevention Program and;
- The review of workplace violence incident reports periodically to identify trends in the types of incidents in the workplace and review of the effectiveness of the mitigating actions taken.

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, the UCS will provide counseling services or referrals for employees.

Retaliation

Retaliatory action against anyone acting in good faith who has made a complaint of workplace violence, who has reported witnessing workplace violence or who has been involved in reporting, investigating or responding to workplace violence is a violation of this policy.

Notification

All UCS personnel are responsible for notifying their manager/supervisor/security personnel of any violent incidents or threatening behavior, including threats they have witnessed, received or have been told that another person has witnessed or received. Personnel may also report such incidents directly to the designated contact person listed below.

Designated Contact Person:

Lt. Heather Finucane
NYS Unified Court System - Work Safe
Phone: (646) 386-5464
Fax: (212) 401-9203
Email: work-safe@nycourts.gov