

**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***

November 8, 2010



Assembly Member Rory Lancman
Chair – Subcommittee on Workplace Safety

Allison Weingarten
Legislative Director – Subcommittee on Workplace Safety

Workplace Violence In New York
A Preliminary Analysis Of Compliance With
The Workplace Violence Prevention Act of 2006

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 B
Survey	Appendix C
Letter from Director of State Operations.....	Appendix D
Statistical Summary of Participation	Appendix E
Statistical Summary of Responses	Appendix F
Complete Response Matrix	Appendix 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 Employers²	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 Government	1,460	1,560	1,590	1,850
Local Government	5,050	5,630	2,590	3,330
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.

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

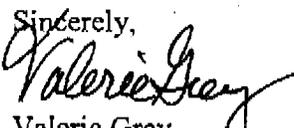
Dear Assemblyman Lancman:

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.

Sincerely,

Valerie Grey
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 response	11	10.6%
Total entities completed survey	49	47.1%
Total entities no survey (including non-respondents)	55	52.9%
Total entities submitted policy	85	81.7%
Total entities submitted program	62	59.6%
Total entities responded but provided no survey and no program	22	21.2%

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

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

Appendix F

Statistical Summary of Responses

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 procedures	Evald physical work environmt	Developd Prgm	Dvlopd Prgm with authorz'd employee rep	Prgm incl list of risk factors identifd	Prgm incl mthds to prvnt vhc	Prgm Hierarchy	Ways to adrs hazards	Rptg System	Wrt'n Trng Prg m	Prvd Trng	Rprt'g System

Statistical Summary of Responses

**Table 1A:
Total Entities: 104**

Total entities who answered yes	49	85	62	85	49	48	43	51	48	34	42	45	58	42	48	50	51	37	50
Total entities who answered no	44	8	30	3	3	4	1	2	3	4	4	11	9	22	11	3	8	11	2
Total entities No Responses	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
Total entities N/A	0	0	0	0	4	1	8	0	0	0	3	1	0	0	0	0	0	2	0
Total entities answered with "other"	0	0	1	5	37	40	40	40	44	55	44	36	28	29	36	40	34	43	41

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 procedures	Evald physical work environmt	Developd Prgm	Dvlopd Prgm with authorzd employee rep	Prgm incl list of risk factors identifd	Prgm incl mthds to prnt vtrc	Prgm Htrchy	Ways to adrs hazards	Rptg System	Wrtm Trng Prg m	Prvd Tmg	Rprtng System
--------------	------------------	------------------	-------------------	---------------------	---------------------------------	---------------	------------------------------	--	-------------------------------	---------------	--	---	------------------------------	-------------	----------------------	-------------	-----------------	----------	---------------

Table 1B:
Total entities who answered the survey: 49
Percentage of total entities: 47.1%

Total entities who responded to survey that answered yes to questions	49	46	40	46	41	45	39	44	38	34	38	40	40	39	40	45	40	29	45
Total entities who responded to survey that answered no to questions	0	3	9	1	3	3	1	2	3	3	4	4	4	6	5	2	7	10	1
Total entities who responded to survey that answered N/A to questions	0	0	0	0	4	1	9	0	0	0	3	1	0	0	0	0	0	2	0
Total entities who responded to survey that answered "other" to questions	0	0	0	2	1	0	0	3	8	12	4	4	5	4	4	2	2	8	3

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 procedures	Evald physical work environmt	Developd Prigm	Dvelopd Prigm with authorzrd employee rep	Prigm incl list of risk factors identifd	Prgm incl mthds to prnt vtrc	Prgm Htrchy	Ways to adrs hazards	Rptg System	Wtrn Trng Prg m	Prvd Tmg	Rprtng System
Total entities who did not answer the survey who answered yes to questions	0	39	22	39	8	3	4	7	8	0	4	5	16	3	6	5	11	8	5
Total entities who did not answer the survey who answered no to questions (including no response)	55	16	32	2	0	1	0	0	0	1	0	7	5	16	6	1	1	1	1
Total entities who did not answer the survey who 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 entities who did not answer the survey who answered "other" to questions (including no response)	0	0	1	14	47	51	51	48	47	54	51	43	34	36	43	49	43	46	49

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

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 procedures	Evald physical work environmt	Developd Prgm	Dvlopd Prgm with authorzrd employee rep	Prgm incl list of risk factors identifd	Prgm incl mthds to prnt vtrc	Prgm Htrchy	Ways to adrs hazards	Rptg System	Wtrn Trng Prg m	Prvd Tmg	Rptg System
--------------	------------------	------------------	-------------------	---------------------	---------------------------------	---------------	------------------------------	--	-------------------------------	---------------	---	---	------------------------------	-------------	----------------------	-------------	-----------------	----------	-------------

Table 2A:
Total agencies: 49

Total agencies that answered yes	12	42	27	43	14	12	12	13	13	8	9	11	21	10	13	12	18	14	14
Total agencies that answered no	34	4	19	1	1	2	0	1	1	2	2	7	5	14	5	1	3	4	0
Total agencies "no response"	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Total agencies that answered "NA" to questions	0	0	0	0	1	0	3	0	0	0	1	0	0	0	0	0	0	1	0
Total agencies that Answered "other"	0	0	0	2	30	32	31	32	32	36	34	28	20	22	28	33	25	27	32

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 procedures	Evald physical work environmt	Developd Prgmn	Dvelopd Prgmn with authorzrd employee rep	Prgrm incl list of risk factors identifd	Prgrm incl mthds to prnt vtrc	Prgrm Htrchy	Ways to adrs hazards	Rptg System	Wtrn Trng Prg m	Prvd Trng	Rprtng System
Total agencies that responded to survey that answered yes to questions	12	11	9	12	10	11	9	9	8	8	8	8	8	9	9	10	8	6	12
Total agencies that responded to survey that answered no to questions	0	1	3	0	1	1	0	1	1	2	2	2	2	1	1	1	3	4	0
Total agencies that responded to survey that answered N/A to questions	0	0	0	0	1	0	3	0	0	1	0	0	0	0	0	0	0	1	0
Total agencies that responded to survey that answered "other" to questions	0	0	0	0	0	0	0	2	3	2	1	2	2	2	2	1	1	1	0

Table 2B:
Total agencies that responded to the survey: 12
Percentage of total agencies: 24.5%

Participants	Submitted Survey	Submitted Policy	Submitted Program	Written Policy Stmt	Authorized employee reps parcpd	Posted Policy	Reviewed records of violence	Evaild policies, work practices and work procedures	Evaild physical work environmt	Developd Prigm	Dvelopd Prigm with authorzrd employee rep	Prigm incl list of risk factors identifd	Prgm incl mthds to prnt vtrc	Prgm Htrchy	Ways to adrs hazards	Rptg System	Wtrn Trng Prg m	Prvd Trng	Rprtng System
Total agencies that did not respond to the survey that answered yes to questions	0	31	18	31	4	1	3	4	5	0	1	3	13	1	4	2	10	8	2
Total agencies that did not respond to the survey that answered no to questions (including no response)	37	6	19	1	0	1	0	0	0	0	0	5	3	13	4	0	0	0	0
Total agencies 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 agencies that did not respond to the survey that answered "other" to questions (including no response)	0	0	0	5	33	35	34	33	32	37	36	29	21	23	29	35	27	29	35

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

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 procedures	Evald physical work environmt	Developd Prgm	Dvlopd Prgm with authorzid employee rep	Prgm incl list of risk factors identifd	Prgm incl mthds to prnt vtrc	Prgm Htrchy	Ways to adrs hazards	Rptg System	Wtrn Trng Prg m	Prvd Tmg	Rptg System
--------------	------------------	------------------	-------------------	---------------------	---------------------------------	---------------	------------------------------	--	-------------------------------	---------------	---	---	------------------------------	-------------	----------------------	-------------	-----------------	----------	-------------

Table 3A:
Total authorities: 37

Total authorities that answered Yes	26	28	23	27	24	26	20	26	23	16	23	24	24	22	23	26	21	14	25
Total authorities that answered no	4	2	7	1	2	1	1	1	1	2	2	3	3	5	5	2	5	6	2
Total authorities No Response	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
Total authorities N/A	0	0	0	0	2	1	5	0	0	0	1	1	0	0	0	0	0	1	0
Total authorities "other"	0	0	0	2	2	2	4	3	6	12	4	2	3	3	2	2	4	9	3

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 procedures	Evald physical work environmt	Developd Prgmm	Dvelopd Prgmm with authorzrd employee rep	Prgrm incl list of risk factors identifd	Prgrm incl mthds to prnt vtrc	Prgrm Htrchy	Ways to adrs hazards	Rptg System	Wtrn Trng Prg m	Prvd Trng	Rprtng System
--------------	------------------	------------------	-------------------	---------------------	---------------------------------	---------------	------------------------------	--	-------------------------------	----------------	---	--	-------------------------------	--------------	----------------------	-------------	-----------------	-----------	---------------

Table 3B:
Total authorities that completed the survey: 26
Percentage of authorities that responded to the survey: 70.3%

Total authorities that responded to the survey that answered yes to questions	26	25	21	24	21	24	20	24	21	16	21	22	22	20	21	24	21	14	23
Total authorities that responded to the survey that answered N/A to questions	0	0	0	0	2	1	5	0	0	0	1	1	0	0	0	0	0	1	0
Total authorities that responded to the survey that answered "other" to questions	0	0	0	2	1	0	0	1	4	9	2	1	2	2	1	1	1	6	2

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 procedures	Evald physical work environmt	Developd Prgmm	Dvlopd Prgmm with authorzrd employee rep	Prgmm incl list of risk factors identifd	Prgm incl mthds to prnt vtrc	Prgm Htrchy	Ways to adrs hazards	Rptg System	Wtrn Trng Prg m	Prvd Trng	Rprtng System	
Total	0	3	2	3	3	2	0	2	2	0	2	2	2	2	2	2	2	0	0	2
authorities that did not respond to the survey that answered yes to questions																				
Total	11	8	9	1	0	0	0	0	0	1	0	1	1	1	1	1	1	1	1	1
authorities that did not respond to the survey that answered no to questions (including no response)																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
authorities that did not respond to the survey that answered N/A to questions																				
Total	0	0	0	7	8	9	11	9	9	10	9	8	8	8	8	8	10	10	8	8
authorities that did not respond to the survey that answered "other" to questions (including no response)																				

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

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 procedures	Evald physical work environmt	Developd Prigm	Dvelopd Prigm with authorzrd employee rep	Prigm incl list of risk factors identifd	Prgm incl mthds to prnt vtrc	Prgm Htrchy	Ways to adrs hazards	Rptg System	Wrtm Trng Prg m	Prvd Tmg	Rptg System

Table 4A:

Total separate entities: 18

Total separate entities that answered yes to questions	11	15	12	15	11	10	11	12	10	10	10	10	11	10	10	12	12	9	11
Total separate entities that answered no to questions	6	2	4	1	0	1	0	0	1	0	0	1	1	3	1	0	0	1	0
Total separate entities "No Response"	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Total separate entities that answered "N/A" to questions	0	0	0	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0
Total separate entities that answered "other" to questions	0	0	1	1	5	6	5	5	6	7	6	6	5	4	6	5	5	7	6

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 procedures	Evald physical work environmt	Developd Prgmm	Dvelopd Prgmm with authorzrd employee rep	Prgram incl list of risk factors identifd	Prgram incl mthds to prnt vtrc	Prgram Htrchy	Ways to adrs hazards	Rptg System	Wtrn Trng Prg m	Prvd Tmg	Rptg System
--------------	------------------	------------------	-------------------	---------------------	---------------------------------	---------------	------------------------------	--	-------------------------------	----------------	---	---	--------------------------------	---------------	----------------------	-------------	-----------------	----------	-------------

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 yes to questions	11	10	10	10	10	10	10	11	9	10	9	10	10	10	10	11	11	9	10
Total separate entities that answered yes to the survey and answered no to questions	0	1	1	1	0	1	0	0	1	0	0	0	0	1	0	0	0	1	0
Total separate entities that answered yes to the survey and answered "other" to questions	0	0	0	0	0	0	0	0	1	1	1	1	1	0	1	0	0	1	1

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 procedures	Evald physical work environmt	Developd Prgmm	Dvlopd Prgmm with authorzrd employee rep	Prgrm incl list of risk factors identifd	Prgrm incl mthds to prnt vtrc	Prgrm Htrchy	Ways to adrs hazards	Rptg System	Wtrn Trng Prg m	Prvd Trng	Rprtng System
--------------	------------------	------------------	-------------------	---------------------	---------------------------------	---------------	------------------------------	--	-------------------------------	----------------	--	--	-------------------------------	--------------	----------------------	-------------	-----------------	-----------	---------------

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 yes to questions	0	5	2	5	1	0	1	1	1	0	1	0	1	0	0	1	1	0	1
Total separate entities that did not return the survey and 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 separate entities that did not return the survey and answered "other" to questions (including no response)	0	0	1	2	6	7	6	6	6	7	6	6	5	5	6	6	6	7	6

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 procedures	Evald physical work environmt	Developd Prgm	Dvlopd Prgm with authorzrd employee rep	Prgm incl list of risk factors identifd	Prgm incl mthds to prvnt vnc	Prgm Hlrcy	Ways to adrs hazards	Rptg System	Wtn Tmg Prg m	Prvd Tmg	Rprtng System

Table 5A:
Total Survey Results:

Total Surveys Complete	49			Written Policy Stmt	Authorized employee reps parcpd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environmt	Developd Prgm	Dvlopd Prgm with authorzrd employee rep	Prgm incl list of risk factors identifd	Prgm incl mthds to prvnt vnc	Prgm Hlrcy	Ways to adrs hazards	Rptg System	Wtn Tmg Prgm	Prvd Tmg	Rprtng System
Yes answers to questions				46	41	45	39	44	38	34	38	40	40	39	40	45	40	29	45
Percentage of yes answers on questions				93.9	83.7	91.8	79.6	88.8	77.6	68.4	77.6	81.6	81.6	79.6	81.6	91.8	81.6	58.2	91.8

Table 5B:
Agency Survey Results

Agency Surveys Complete	12			Written Policy Stmt	Authorized employee reps parcpd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environmt	Developd Prgm	Dvlopd Prgm with authorzrd employee rep	Prgm incl list of risk factors identifd	Prgm incl mthds to prvnt vnc	Prgm Hlrcy	Ways to adrs hazards	Rptg System	Wtn Tmg Prgm	Prvd Tmg	Rprtng System
Yes answers to questions				12	10	11	9	9	8	8	8	8	8	9	9	10	8	6	12
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	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 procedures	Evald physical work environmt	Developd Prgm	Dvlopd Prgm with authorzid employee rep	Prgm incl list of risk factors identifd	Prgm incl mthds to prvnt vnc	Prgm Hircly	Ways to adrs hazards	Rptg System	Wtn Tmg Prg m	Prvd Tmg	Rptg System
Authority Surveys Complete	26			Written Policy Stmt	Authorized employee reps parcpd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environmt	Developd Prgm	Dvlopd Prgm with authorzid employee rep	Prgm incl list of risk factors identifd	Prgm incl mthds to prvnt vnc	Prgm Hircly	Ways to adrs hazards	Rptg System	Wtn Tmg Prgm	Prvd Tmg	Rptg System
Yes answers to questions				24	21	24	20	24	21	16	21	22	22	20	21	24	21	14	23
Percentage of yes answers on questions				92.3	80.8	92.3	76.9	92.3	80.8	61.5	80.8	84.6	84.6	76.9	80.8	92.3	80.8	53.8	88.8

Table 5D:
Separate Entity Survey Results: 4ii

Separate Entity Surveys Complete	11			Written Policy Stmt	Authorized employee reps parcpd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environmt	Developd Prgm	Dvlopd Prgm with authorzid employee rep	Prgm incl list of risk factors identifd	Prgm incl mthds to prvnt vnc	Prgm Hircly	Ways to adrs hazards	Rptg System	Wtn Tmg Prgm	Prvd Tmg	Rptg System
Yes answers to questions				10	10	10	10	11	9	10	9	10	10	10	10	11	11	9	10
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	100	100	81.8	90.9

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 procedures	Evald physical work environmt	Developd Prgram	Dvlopd Prgram with authorzrd employee rep	Prgram incl list of risk factors identifd	Prgram incl mthds to prvt vtrc	Prgram Htrchy	Ways to adrs hazards	Rptg System	Wtrn Trng Prg m	Prvd Tmg	Rprtng System

ⁱ 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 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 table. All answers may not be accurate.

- ⁱⁱ 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.
- ⁱⁱⁱ 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.
- ^{iv} 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.
- ^v 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.
- ^{vi} 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.
- ^{vii} 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.
- ^{viii} Second lowest percentage of total entities completed
- ^{ix} Lowest percentage of total entities completed
- ^x Lowest percentage of agencies that completed the survey have completed training (50%)
- ^{xi} Lowest percentage of authorities that completed the survey have completed training
- ^{xii} 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

Participants	Submitted Survey	Submitted Policy	Submitted Program	Written Policy Stmt	Authorized employee reprs partcpd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environmt	Developd Prgram	Diopd Prgram with authrzd employee rep	Prgram incl list of risk factors identifd	Prgram incl mthds to prvnt vnc	Prgram Hierarchy	Ways to ads hazards	Rptg System	Whn Tmg Prgram	Pvtd Tmg	Rptg System
1. Department of Agriculture & Market	yes	yes	no	yes	no	yes	Yes	yes	yes	no	no	no	no	Yes	yes	yes	no	no	yes
2. Division of the Budget	yes	yes	yes	yes	N/A	yes	N/A	yes	Yes	yes	N/A	Yes	yes	yes	yes	yes	yes/using GOER	N/A/no found risk	yes
3. Department of Environmental Conservation	yes	yes	yes	yes	yes	no	Yes	yes	In Prg	Tentative	Tentative	In Prg	In Prg	In Prg	In Prg	yes	no	no	yes
4. Department of Health	yes	yes	yes	yes	yes	yes	Yes	yes	Yes	yes	yes	Yes	yes	yes	yes	yes	yes	yes	yes
5. Insurance Department	yes	yes	yes	yes	yes	yes	N/A	yes	Yes	yes	Yes	Yes	yes	yes	yes	yes	yes	yes	yes
6. People with Developmental Disabilities, Office for	yes	yes	yes	yes	yes	yes	Yes	yes	Yes	yes	yes	Yes	yes	yes	yes	yes	yes	yes	yes
7. Developmental Disabilities Planning Council (Under OPWDD)	yes	yes	yes	yes	yes	yes	Yes	yes	Yes	yes	yes	Yes	yes	yes	yes	yes	yes	yes	yes
8. Office of Parks, Recreation and Historic Preservation	yes	no	no	Yes	yes	yes	Yes and ongoing	ongoing	ongoing	yes	yes	Yes	yes	yes	Yes and ongoing	yes	yes	In prg	Yes
9. NYS Department of Public Service	yes	yes	yes	yes	yes	yes	Yes	yes	Yes	yes	yes	Yes	yes	yes	yes	yes	yes	yes	yes

Participants	Submitted Survey	Submitted Policy	Submitted Program	Written Policy Stmt	Authorized employee reprs parcpd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environment	Developd Prgm	Diopd Prgm with authorzsd employee rep	Prgm incl list of risk factors identifd	Prgm incl mthds to prvt vinc	Prgm Hrchy	Ways to adrs hazards	Rptg System	Whn Tmg Prgm	Pvtd Tmg	Rptg System
10. Science, Technology and Innovation, NYS Foundation for	yes	yes	yes	yes	yes	yes	N/A	no	No	no	no	No	no	no	no	no	no	no	yes
11. Office of the Welfare Inspector General	yes	Yes (DV)	Yes (DV)	yes	yes	yes	Yes	yes	Yes	yes	yes	Yes	yes	yes	yes	yes	yes	yes	yes
12. Office of Aging	yes	yes	no	yes	yes	yes	Yes	In Prg	In Prg	Under dvlpmt	Yes	Under dvlpmt	Under dvlpmt	Under dvlpmt	Under dvlpmt	Under dvlpmt	Under dvlpmt	no	yes
13. Office of Alcoholism and Substance Abuse Services	no	yes	yes	yes	?	?	?	?	?	?	?	no	yes	no	no	?	?	?	?
14. Department of Civil Service	no	yes	yes	yes	?	?	yes	?	Yes	?	?	yes	yes	no	yes	?	?	?	?
15. Department of Correctional Services	no	yes	yes	yes	?	?	?	?	?	?	?	no	no	no	no	?	?	?	?
16. Governor's Office of Employee Relations	no	yes	yes	yes	?	?	yes	yes	Yes	?	?	yes	yes	?	yes	?	?	?	?
17. Office of General Services	no	yes	no	yes	?	?	?	?	?	?	?	?	yes	no	?	?	yes	Yes/No	?
18. Division of Alcoholic Beverage Control	no	Yes (under OGS but submitted own policy)	Yes (under OGS but submitted own program)	yes	yes	?	?	?	?	?	?	no	yes	no	no	?	?	?	?

Participants	Submitted Survey	Submitted Policy	Submitted Program	Written Policy Stmt	Authorized employee reprs parcpd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedurs	Evald physical work environmt	Developd Prgm	Developd Prgm with authorzsd employee rep	Prgm incl list of risk factors identifd	Prgm incl mthds to prevnt vnc	Prgm Hierarchy	Ways to adrs hazards	Rptg System	Whn Tmg Prgm	Pvd Tmg	Rptg System
19. New York State Consumer Protection Board (Under the Office of General Services)	no	Yes (OGS)	no	yes	?	?	?	?	?	?	?	?	yes	no	?	?	yes	Yes/no ngain g	?
20. Office of Cyber Security & Critical Infrastructure Coordination (Under the Office of General Services)	no	Yes (OGS)	no	yes	?	?	?	?	?	?	?	?	yes	no	?	?	yes	Yes/no ngain g	?
21. State Emergency Management Office (Under the Office of General Services)	no	Yes (OGS)	no	yes	?	?	?	?	?	?	?	?	yes	no	?	?	yes	Yes/no ngain g	?
22. Office of Homeland Security (Under the Office of General Services)	no	Yes (under OGS but submitted own policy)	Yes (under OGS but submitted own program)	yes	?	?	?	?	?	?	?	?	yes	no	?	?	yes	Yes/no ngain g	?

Participants	Submitted Survey	Submitted Policy	Submitted Program	Written Policy Stmt	Authorized employee participd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environment	Developd Prgm	Developd Prgm with authorized employee rep	Prgm incl list of risk factors identifi	Prgm incl mthds to prevnt vnc	Prgm Hierarchy	Ways to adrs hazards	Rtgng System	Whn Tmg Prgm	Pvd Tmg	Rtgng System
23. NYS Employee Assistance Program (Under the Office of General Services)	no	Yes (OGS)	no	yes	?	?	?	?	?	?	?	?	?	no	?	?	yes	Yes/ongoing	?
24. Division of Veterans' Affairs (Under the Office of General Services)	no	Yes (OGS)	no	yes	?	?	?	?	?	?	?	?	yes	no	?	?	yes	Yes/ongoing	?
25. Division of Human Rights	no	yes	yes	yes	?	?	?	?	?	?	?	no	yes	?	?	?	?	?	?
26. Office of the Inspector General	no	yes	no	yes	?	?	?	yes	Yes	?	?	?	?	?	?	?	?	?	?
27. Department of Labor	no	yes	yes	yes	yes	yes	yes	yes	Yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes
28. Division of Lottery	no	yes	yes	yes	yes	?	?	?	?	?	?	?	?	?	?	yes	?	?	yes
29. Office of Mental Health	no	yes	yes	yes	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?
30. Division of Military and Naval Affairs	no	Yes (DV)	Yes (DV)	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?
31. Department of Motor Vehicles	no	no	yes	yes	yes	yes	yes	Yes	Yes	?	yes	yes	yes	yes	yes	?	yes	?	?
32. Division of Parole	no	yes	yes	Yes	?	?	?	?	?	?	?	no	no	no	yes	?	?	yes	?

Participants	Submitted Survey	Submitted Policy	Submitted Program	Written Policy Stmt	Authorized employee reprs parcpd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environmt	Developd Prgm	Developd Prgm with authorzsd employee rep	Prgm Incl list of risk factors identifd	Prgm Incl mtds to prevnt vnc	Prgm Hierarchy	Ways to adrs hazards	Rptg System	Whn Tmg Prgm	Pvd Tmg	Rptg System
33. Division of Probation and Correctional Alternatives	no	yes	no	yes	?	?	?	?	?	?	?	?	no	no	no	?	?	?	?
34. Department of Taxation and Finance	no	yes	yes	yes	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?
35. Office of Real Property Services (Under the Department of Taxation and Finance	no	Yes	yes	yes	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?
36. NYS Office for Technology/NYS Chief Information Officer	no	yes	yes	yes	?	?	?	yes	Yes	?	?	?	?	?	?	?	?	?	?
37. Department of Transportation	no	yes	yes	yes	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?
38. Office of Children and Family Services	no	yes	yes	yes	?	?	?	?	?	?	?	?	?	?	?	?	?	yes	?
39. Council on Children and Families (Under the Office of Children and Families)	no	yes	yes	yes	?	?	?	?	?	?	?	?	?	?	?	?	?	yes	?
40. Empire State Development	no	yes	no	Yes	?	?	?	?	Analyzing risk assumts	In Prg	?	?	?	?	?	?	?	?	?
41. Department of Criminal Justice Services	No	yes	no	Yes	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?

Participants	Submitted Survey	Submitted Policy	Submitted Program	Written Policy Stmt	Authorized employee reprsntd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environment	Developd Prgm	Developd Prgm with authorz'd employee rep	Prgm incl list of risk factors identifd	Prgm incl mtds to prvnt vnc	Prgm Hierarchy	Ways to ads hazards	Rptg System	Whn Tmg Prgm	Pvd Tmg	Rptg System	
42. Commission of Correction	no	yes	no	Yes	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?
43. Office for the Prevention of Domestic Violence (with DCJS)	No	yes	no	yes	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?
44. Division of State Police	no	Yes	No (but in the policy it says it is on the intranet)	yes	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?
45. Department of State	no	no	no	no	Yes in prg	no	?	?	?	?	?	?	?	?	?	?	In Prg	?	?	?
46. Division of Housing and Community Renewal	no	no	no	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?
47. Adirondack Park Agency	No	response	response	response	No response	No	response	No response	No response	No	response	No	response	No	response	No	response	No	response	No
48. Banking Department	No	response	No	response	No response	No	response	No response	No response	No	response	No	response	No	response	No	response	No	response	No
49. Division of Tax Appeals and Tax Appeals Tribunal	No	response	No	response	No response	No	response	No response	No response	No	response	No	response	No	response	No	response	No	response	No
Participants	Submitted Survey	Submitted Policy	Submitted Program	Written Policy Stmt	Authorized employee reprsntd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environment	Developd Prgm	Developd Prgm with authorz'd employee rep	Prgm incl list of risk factors identifd	Prgm incl mtds to prvnt vnc	Prgm Hierarchy	Ways to ads hazards	Rptg System	Whn Tmg Prgm	Pvd Tmg	Rptg System	
1. Battery Park City Authority	yes	yes	yes	yes	yes	yes	N/A	yes	Yes	yes	yes	yes	yes	Yes	yes	Yes	yes	yes	yes	yes

Participants	Submitted Survey	Submitted Policy	Submitted Program	Written Policy Stmt	Authorized employee rpts parcpd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environmt	Developd Prgm	Developd Prgm with authorzsd employee rep	Prgm incl list of risk factors identifd	Prgm incl mthds to prevnt vnc	Prgm Hierarchy	Ways to adrs hazards	Rtg System	Whn Tmg Prgm	Pvd Tmg	Rptg System	
2. Capital District Transportation Authority	yes	yes	yes	yes	yes	yes	no	yes	yes	yes	yes	yes	yes	no	yes	yes	yes	yes	yes	yes
3. Central New York Regional Transportation Authority	yes	yes	no	yes	yes	yes	yes	yes	yes	yes	yes	no	no	no	no	yes	no	no	no	no
4. Development Authority of the North Country	yes	yes	yes	yes	yes	yes	N/A	yes	yes	yes	yes	yes	yes	In empl safety manual	yes	yes	yes	yes	yes	yes
5. Erie County Medical Center Corporation	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes
6. Hudson River-Black River Regulating District																				
7. Long Island Power Authority	yes	yes	yes	yes	N/A	yes	n/a	yes	yes	yes	n/a	yes	yes	yes	yes	yes	yes	yes	yes	yes
8. Metropolitan Transportation Authority	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes
9. Nassau Health Care Corporation	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes
10. New York Convention Center Operating Corporation	yes	yes	yes	yes	no	yes	yes	yes	yes	yes	no	yes	yes	yes	yes	yes	yes	yes	no	yes
11. New York State Energy Research and Development Authority	yes	Yes/draft	Yes/draft	In Prg	In Prg	N/A	yes	In Prg	In Prg	In Prg	In Prg	In Prg	In Prg	In Prg	In Prg	In Prg	In Prg	In Prg	In Prg	In Prg

Participants	Submitted Survey	Submitted Policy	Submitted Program	Written Policy Stmt	Authorized employee rpts parcpd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedurs	Evald physical work environmt	Developd Prgm	Developd Prgm with authorzsd employee rep	Prgm incl list of risk factors identifd	Prgm incl mthds to prevnt vnc	Prgm Hierarchy	Ways to ads hazards	Rptg System	Whn Tmg Prgm	Pvd Tmg	Rptg System	
12. New York State Olympic Regional Development Authority	yes	yes	yes	yes	no	yes	N/A	no	no	no	no	no	no	no	no	yes	no	no	yes	
13. New York State Thruway Authority	yes	yes	No	yes	yes	yes	yes	yes	In prog	Final in draft	yes	yes	yes	yes	yes	yes	yes	yes	yes	
14. NYS Canal Corporation- (Under NYS Thruway Authority)	yes	yes	No	yes	yes	yes	yes	yes	In prog	Final in draft	yes	yes	yes	yes	yes	yes	yes	yes	yes	
15. Niagara Frontier Transportation Authority	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	
16. Port of Oswego Authority	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	no	no	yes	
17. Roswell Park Cancer Institute	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	
18. New York State Affordable Housing Corporation	yes	Yes/(NY HOMES)	Yes/draft (NY HOMES)	yes	yes	yes	yes	yes	yes	In Prog	yes	yes	yes	yes	yes	yes	yes	By Sept 2010	yes	
19. New York State Housing Finance Agency	yes	Yes/(NY HOMES)	Yes/draft (NY HOMES)	yes	yes	yes	yes	yes	yes	In Prog	yes	yes	yes	yes	yes	yes	yes	By Sept 2010	yes	
20. State of New York Mortgage Agency	yes	Yes/(NY HOMES)	Yes/draft (NY HOMES)	yes	yes	yes	yes	yes	yes	In Prog	yes	yes	yes	yes	yes	yes	yes	yes	By Sept 2010	yes

Participants	Submitted Survey	Submitted Policy	Submitted Program	Written Policy Stmt	Authorized employee reprsd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environmt	Developd Prgm	Developd Prgm with authrzd employee rep	Prgm incl list of risk factors identifd	Prgm incl mthds to prevnt vnc	Prgm Hierarchy	Ways to ads hazards	Rptg System	Whn Tmg Prgm	Pvd Tmg	Rptg System
21. State of New York Municipal Bond Bank Agency	yes	Yes(NY HOMES)	Yes/draft (NY HOMES)	yes	yes	yes	yes	yes	yes	In Prg	yes	yes	yes	yes	yes	yes	yes	By Sept 2010	yes
22. Tobacco Settlement Financing Corporation	yes	Yes (NY HOMES)	Yes/draft (NY HOMES)	yes	yes	yes	yes	yes	yes	In Prg	yes	yes	yes	yes	yes	yes	yes	By Sept 2010	yes
23. NYS Power Authority	yes	yes	no	Yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	no	yes	yes	N/A	yes
24. Hudson River Park Trust	yes	yes	yes	Yes	yes	yes	N/A	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes
25. Housing Trust Fund Corporation	yes	yes	yes	Yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes
26. Dominiony Authority of the State of New York	no	yes	no	Yes	yes	?	In Prg	In Prg	In Prg	No	In Prg	no	no	no	no	no	no	no	no
27. Office of Temporary and Disability Assistance	no	yes	yes	Yes	yes	yes	?	yes	yes	?	yes	yes	yes	yes	yes	yes	?	?	yes
28. Homeless Housing Assistance Corporation (Under Temporary and Developmenta l Disabilities Corporation)	no	yes	yes	Yes	yes	yes	?	yes	yes	?	yes	yes	yes	yes	yes	yes	?	?	yes
29. New York State Theatre Institute	no	no	no	No	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?
30. Environmental Facilities Corporation	yes	no	no	In draft form	N/A	no	yes	yes	Will use DEC risk eval when complete	Will use DEC risk eval when complete	DEC in Prg	N/A	DEC in Prg	no	no	no	no	no	In draft policy

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 procedures	Evald physical work environmt	Developd Prgram	Devlopd Prgram with authrized employee rep	Prgram Incl list of risk factors identifd	Prgram Incl mtds to prvnt vlnce	Prgram Hierarchy	Ways to adrs hazards	Rptg Systm	Whn Tmg Prgram	Pvd Tmg	Rptg Systm
31. Erie County Fiscal Stability Authority	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 response	No response	No response	No response	No response	No response	No response
32. Natural Heritage Trust	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 response	No response	No response	No response	No response	No response	No response
33. New York Local Government Assistance Corporation	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 response	No response	No response	No response	No response	No response	No response
34. New York State Bridge Authority	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 response	No response	No response	No response	No response	No response	No response
35. Ogdenburg Bridge and Port Authority	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 response	No response	No response	No response	No response	No response	No response
36. Rochester-Genesee Regional Transportation Authority	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 response	No response	No response	No response	No response	No response	No response
37. Westchester County Health Care Corporation	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 response	No response	No response	No response	No response	No response	No response
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 procedures	Evald physical work environmt	Developd Prgram	Devlopd Prgram with authrized employee rep	Prgram Incl list of risk factors identifd	Prgram Incl mtds to prvnt vlnce	Prgram Hierarchy	Ways to adrs hazards	Rptg Systm	Whn Tmg Prgram	Pvd Tmg	Rptg Systm
Separate Entities																			
1. Office of Attorney General	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	Yes	yes	yes	yes	yes	yes	yes	yes

Participants	Submitted Survey	Submitted Policy	Submitted Program	Written Policy Stmt	Authorized employee participd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environment	Developd Prgm	Developd Prgm with authorized employee rep	Prgm incl list of risk factors identified	Prgm incl mthds to prevnt vnc	Prgm Hierarchy	Ways to adrs hazards	Rtg System	Whn Tmg Prgm	Pvd Tmg	Rptg System
2. Office of Court Administration	yes	yes	yes	yes	yes	yes	yes	Yes	In Prg	In Prg	In Prg	In Prg	In Prg	Yes	In Prg	Yes	Yes	In Prg	yes
3. Department of Education	yes	yes	yes	no	yes	no	yes	yes	no	yes	yes	Yes	yes	yes	yes	yes	yes	no	yes
4. Board of Elections	Yes (under OGS)	Yes (DV)	Yes (DV)	Yes	yes	yes	yes	yes	yes	yes	yes	Yes	yes	yes	yes	yes	yes	yes	yes
5. NYS Employment Relations Board	yes	no	no	yes	yes	yes	N/A	yes	yes	yes	yes	Yes	yes	yes	yes	yes	yes	yes	yes
6. Commission on Judicial Conduct	yes	yes	yes	yes	N/A	yes	yes	yes	yes	yes	N/A	Yes	yes	yes	yes	yes	yes	yes	yes
7. Racing and Wagering Board	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	Yes	yes	No	yes	yes	yes	yes	yes
8. State University Construction Fund	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	Yes	yes	yes	yes	yes	yes	yes	Coord iting prgm with SUN
9. State University of New York (SUNY)	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	Yes	yes	yes	yes	yes	yes	yes	yes
10. Office of State Comptroller	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	Yes	yes	yes	yes	yes	yes	yes	yes
11. Council on Arts	yes	yes	Yes/DV	yes	yes	yes	yes	yes	yes	yes	yes	Yes	yes	yes	yes	yes	yes	yes	yes
12. Crime Victims Board	no	yes	no	yes	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?
13. Higher Education Services Corporation	no	yes	yes	yes	?	?	?	?	?	?	?	no	yes	no	?	?	?	?	?

Participants	Submitted Survey	Submitted Policy	Submitted Program	Written Policy Stmt	Authorized employee reprsd	Posted Policy	Reviewed records of violence	Evald policies, work practices and work procedures	Evald physical work environment	Developd Prgm	Developd Prgm with authrzd employee rep	Prgm incl list of risk factors identifd	Prgm incl mtds to prevnt vlnce	Prgm Hierarchy	Ways to adrs hazards	Rptg System	Whn Tmg Prgm	Pvd Tmg	Rptg System
14. State Insurance Fund	no	yes	yes	yes	?	?	?	?	?	?	?	?	no	no	no	yes	?	?	yes
15. Public Employment Relations Board	no	yes	no	yes	?	?	?	?	?	?	?	?	?	?	?	?	?	?	?
16. Workers Compensation Board	no	yes	no	yes	Yes (DV)	?	yes	yes	yes	?	Yes (DV)	?	?	?	?	?	yes	?	?
17. City University of New York	no	no	Draft outline	?	Plans to	?	?	?	Some risk asmnts completed	In draft form	?	?	?	?	?	?	?	?	?
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 response	No response	No response	No response	No response	No response	No response

ⁱ A workplace violence policy statement is a statement developed and implemented by the employer that states the employer's workplace violence prevention program goals and objectives and provide for full employee participation through an authorized employee representative. The policy statement should briefly 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 violence incident.

ⁱⁱ A workplace violence prevention program is a program created and implemented by the employer with participation of authorized employee representatives outlining the steps the employer is taking to address and eliminate workplace violence. Each written program is required to include (among other criteria) the 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 workplace violence.

ⁱⁱⁱ 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))