

NYC Public Schools Workplace Violence Prevention Policy Statement (as of January 2024)

NYC Public Schools (“NYCPS”) is committed to the safety and security of our employees. It is our policy to promote a safe environment for our employees, students, and the visiting public, and to work with our employees to maintain a work environment that is free from violence, harassment, intimidation, and other disruptive behavior. Violence or threats of violence — in all forms — is unacceptable behavior and NYCPS will respond promptly to any threats and/or acts of violence.

For purposes of this Policy, workplace violence is defined as any physical assault or aggressive behavior occurring where an employee performs any work-related duty in the course of their employment. Behaviors that are considered workplace violence include, but are not limited to:

- an attempt or threat, whether physical or verbal to inflict physical injury upon a employee;
- any intentional display of force which would give an employee reason to fear or expect bodily harm;
- intentional and wrongful physical contact with an employee without their consent that entails some injury; and/or
- stalking an employee with the intent of causing material harm to the physical safety and health of an employee when such stalking has arisen through or in the course of employment.

Individuals who violate this Policy may be referred to law enforcement, removed from NYCPS property, and/or subject to disciplinary and/or personnel action, consistent with NYCPS policies, rules, and collective bargaining agreements.

Workplace violence presents a serious occupational safety hazard to our agency. All employees are responsible for helping to create an environment of respect for each other, as well as for visitors and students. All employees must follow NYCPS policies, procedures, and practices, and assist in maintaining a safe working environment.

NYCPS has also created a Workplace Violence Prevention Program to support a work environment in which violent or potentially violent situations are effectively addressed, with a focus on prevention. All employees will be required to participate in annual training as a part of this program.

Employees are responsible for reporting any incidents of Workplace Violence of which they become aware. Any incidents of suspected or alleged Workplace Violence should be reported to the employee’s supervisor and the Special Commissioner of Investigation (SCI), as applicable. Any potential violation of the NYCPS Workplace Violence Prevention Policy should be reported to WorkplaceViolencePrevention@schools.nyc.gov.

This policy is designed to meet the requirements of the Workplace Violence Prevention Act (NY State Labor Law Art. 2, Section 27-b).