

Workplace Violence Prevention FAQ

What is Workplace Violence?

Workplace Violence is defined as assaults, homicide, or attempt or threat (physical or verbal) to inflict physical injury occurring where a public employee performs any work-related duty in the course of his or her employment.

What are examples of physical assaults and aggressive behavior?

1. An attempt or threat, whether verbal or physical, to inflict physical injury upon an employee;
2. Any intentional display of force which would give an employee reason to fear or expect bodily harm;
3. Intentional and wrongful physical contact with a person without his/her consent that results in injury;
4. 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.

Are there different types of Workplace Violence?

Yes, there are four (4) types:

Type 1: Individuals with no relation to workplace

Violent criminal acts by individuals who have no other connection to the workplace but enter to commit a crime, including stealing and/or damaging property.

Type 2: Patients / Visitors of patients / Customers / Clients

Violence directed at employees by present or former patients, visitors, customers, clients, or any others to whom the public employers provide services.

Type 3: Co-workers / Vendors

Violence against co-workers, supervisors, or managers by present or former employees.

Type 4: Individuals with personal relationships to employees

Violence in the workplace by individuals who do not work there, but have personal relationships with employees. This refers to domestic violence situations and is usually perpetrated by acquaintances or family members while the employees are at work.

Are verbal harassments workplace violence?

Only those verbal harassments with threats or attempts of violence to inflict physical injury are defined as workplace violence.

Does workplace violence include instructions from supervisors or managers to subordinates on how to perform their work duties, even if it may be done in what the employee describes as a rude manner or with a loud voice?

No, while these behaviors are not covered under workplace violence, they may be covered under the Employee Code of Conduct and Disruptive Behavior Policy.

How do I report Workplace violence?

There are two ways to report workplace violence. The first method is electronic by using PeopleSoft via *Employee Self Service (ESS)*. The second method is by filling out the HHC2829 Workplace Violence Incident Reporting Form and notifying any of the following: Workplace Violence Prevention Coordinator, Hospital Police, Human Resources, or your Supervisor.

Where do I get the paper workplace violence form?

You can get the paper form from anyone of the following: Workplace Violence Prevention Coordinator, Hospital Police, Human Resources, your Supervisor or the *Safety & Wellness* webpage.

Can I be retaliated against if I report a workplace violence incident?

No, the Workplace Violence Prevention regulation protects employees against retaliation for filing a workplace violence form.

Who is the enforcement agency related to Workplace Violence regulations?

New York State Department of Labor Public Employees Safety and Health Division (NYS DOL PESH).

Where can I find a copy of NYC Health + Hospitals' Workplace Violence Program?

A copy of NYC Health + Hospitals' Workplace Violence Program can be obtained from your Workplace Violence Prevention Coordinator and the *Safety & Wellness* webpage.

