



Workplace Violence Prevention Policy Statement

The New York City Department of Environmental Protection (DEP) strives to reduce risks for violence in the workplace. The Office of Environmental Health and Safety (OEHS) has a responsibility, as part of DEP's prevention program, to receive and evaluate complaints or concerns about violence risks, conditions or actions that may exist at the workplace. All reports of incidents, threats or concerns are taken seriously. It is the policy of DEP to evaluate and address risk factors for workplace violence and implement effective preventive measures.

Whether perpetrated by DEP employees or others; violence, threats, harassment, intimidation and any other disruptive or threatening behavior at DEP is not tolerated.

Workplace violence is "any physical assault or acts of aggressive behavior occurring where a public employee performs any work-related duty in the course of his/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; and (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 the course of employment." (12 NYCRR Part 800.6)

Employees have the right to report workplace violence incidents or concerns without fear of retaliation. If you believe you have experienced or witnessed workplace violence you are required to notify your supervisor and/or the DEP Workplace Violence Prevention Coordinator:

Persis Luke, Assistant Commissioner, EHS
at 718-595-5266 or WPVconcerns@dep.nyc.gov

Additional information and forms related to DEP's workplace violence prevention program can be accessed on *The Source* under Employee Resources/OEHS or by asking your Safety Officer/Liaison. **Individuals who are determined to have violated the policy may be subject to disciplinary action.**

DEP convenes a Workplace Violence Prevention Committee and a Labor-Management Committee. These committees meet regularly to review cases, risks and to inform violence prevention initiatives. OEHS maintains a case management information system that maintains information, case status, corrective actions, and is used to analyze trends to further evaluate and address risks in the workplace.

Employee participation is important. Authorized Employee Representatives are involved in site assessments, Labor-Management meetings and annual program reviews.

A handwritten signature in black ink, appearing to read 'Rohit T. Aggarwala', positioned above a horizontal line.

Rohit T. Aggarwala, Commissioner