



Workplace Violence Prevention: Going Beyond the Standard

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PESH Standard & Beyond

**You have just heard about the Workplace
Violence Prevention Standard requirements**

But.....

- WHAT can you do to go BEYOND the standard?
- And WHY would you want to?





WORKPLACE VIOLENCE PREVENTION COMMITTEES AND TEAMS

WVPP AND WVPT

AER (Unions) and Your WVPP

How do they participate?

- Health and Safety Committees
 - Workplace Violence Prevention Committees
 - Risk assessment Teams
 - Others?
-
- Which methods are used at your worksite?



WVP Committees & Teams

- Examples:
 - WVP Committees (Statewide and Local) - WVPC
 - Risk Assessment Teams - WVPT
- NOT required specifically by the Standard
- Can be used as the AER
- Assist with conducting risk assessments
- Conduct annual review and recommend changes to the policy, guidelines and training
- Unions **STRONGLY** recommend establishing



WVPCs and WVPTs - Training

- NOT required by the Standard
- BUT should be done
- Prepare WVPCs to do program reviews and evaluate current policies and programs
- Prepare WVPTs to conduct risk assessments
- Makes both WVPCs and WVPTs better informed on workplace violence issues
- Agencies that train both WVPCs and WVPTs have better results in the completion and quality of risk assessments and program review



WHAT ABOUT BULLYING?

Workplace Bullying

- Definition:

1. Repeated, health-harming mistreatment ...that takes one or more of the following forms:

- verbal abuse
- threatening, humiliating or offensive behavior/actions
- work interference -- sabotage – which prevents work from getting done.

- *Source: Workplace Bullying and Trauma Institute*

2. Abusive behavior at work that is repeated over a period of time.

- *Source: University of Maryland Work and Health Research Center*



- Not included in the Standard *per se*, but left unchecked bullying can lead to violence
- Workplace bullying that includes threats of physical harm, physical assaults or stalking are considered Workplace Violence!
- Strong programs included a bullying prevention component
- Labor and management should work together to:
 - establish workplace bullying prevention policies
 - investigate all complaints of workplace bullying
 - implement corrective actions



GRADING YOUR WORKPLACE VIOLENCE PROGRAM



Grade Your Workplace Violence Prevention Program

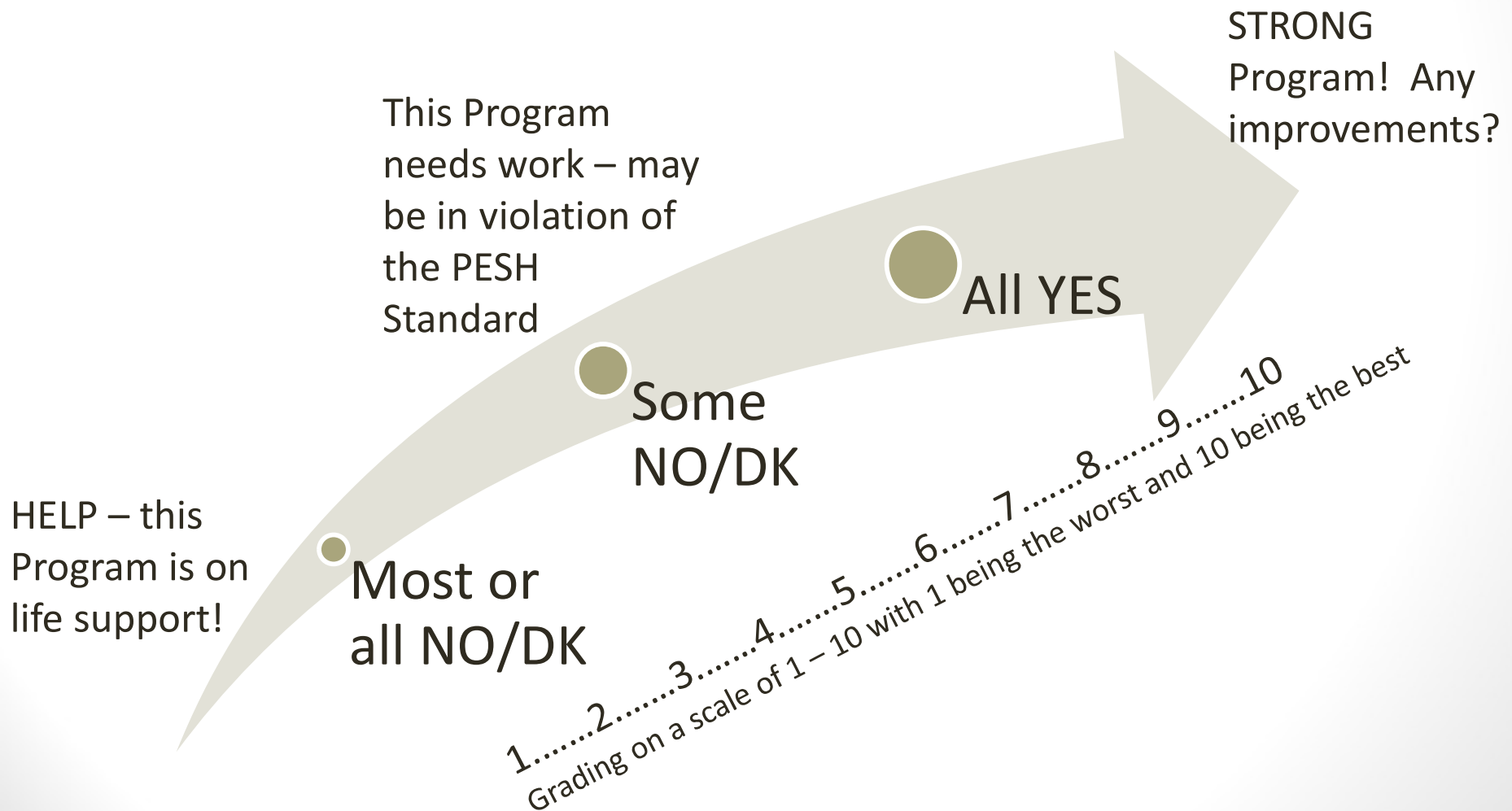
Using the Tool

- Developed by PEF
- Companion to "Grade Your Workplace Violence Program" training
- Available to NYS employees (not limited to PEF members)
- Reviews PESH Standard
- Uses "Tool" to evaluate compliance with Standard, and improving WVPPs
- Case study or agency-specific plans for group activity
- Contact PEF H&S to schedule a training at HealthAndSafety@pef.org or 518-785-1900, ext 254



Grade Your Workplace Violence Prevention Program

Grading Your WVP Program





Grade Your Workplace Violence Prevention Program

Next Steps

- ➔ **KEEP** a copy for your records
- ➔ **SHARE** with your Statewide H&S, WVP and L/M Committees
- ➔ **STRATEGIZE** with your union on taking corrective actions
- ➔ **PLACE** on your WVPC agenda as part of your annual review
- ➔ **MEET** with your members to discuss
- ➔ **USE** the information to prevent a PESH complaint
- ➔ **CONTACT** the appropriate Union Representative, Labor Relations designee, or H&S Committee Co-Chairs with questions

Thank You for Attending!

Questions??



Comments???

