

NYS UNIFIED COURT SYSTEM

Workplace Violence Prevention Policy

The NYS Unified Court System (UCS) is committed to the safety and security of our employees in the workplace and to the prevention of workplace violence.

The term “workplace violence” is defined as any physical assault, threatening behavior (including bullying), or verbal abuse occurring in the work setting. Such conduct is unacceptable in the UCS workplace. Threats, threatening behavior, or acts of violence against judges, employees, visitors, guests, or other individuals by anyone on UCS property will be immediately and thoroughly investigated and will result in appropriate disciplinary action, counseling referrals, or legal action against offenders.

All UCS personnel are responsible for helping to create an environment of mutual respect for each other and the public, following all policies, procedures and program requirements, and assisting in maintaining a safe and secure work environment.

The goal of this policy is to promote the safety and well-being of all people in our workplace.

- This policy, and the UCS Workplace Violence Prevention Program designed to meet the requirements of NYS Labor Law 27-b, was developed in conjunction with authorized representatives from the collective bargaining associations.
- A more detailed description of the UCS Workplace Violence Prevention Policy may be found at <http://inside-ucs.org/oqa/violence-prevention-policy.pdf>.

NOTIFICATION

All UCS personnel should notify their supervisor and security personnel of any incidents of workplace violence that they have witnessed in the UCS workplace. Personnel may also report such incidents directly to Nancy Lucadamo, Workplace Health and Safety Officer, Office of Court Administration, 25 Beaver Street, New York, NY 10004, 212-428-2526.

RETALIATION

Retaliatory action against anyone acting in good faith who has been involved in reporting, investigating, or responding to an incident of workplace violence is a violation of this policy and is prohibited.
