

The School District is committed to the safety and security of its employees, students, visitors, contractors, and members of the surrounding communities. All employees are responsible for fostering an environment of mutual respect for each other as well as students, visitors, contractors and members of the Merrick community, following all policies, procedures and practices, and for assisting in maintaining a safe and secure work environment. To proactively address the potential for workplace violence, the School District has developed a Workplace Violence Prevention Program (WVPP) and will not tolerate any act of, or threats of, workplace violence.

Workplace Violence is defined as any physical assault or act of aggressive behavior occurring where a public employee performs any work-related duty in the course of his or her employment including but not limited to an attempt or threat, whether verbal or physical, to inflict physical injury upon an employee; any intentional display of force which would give an employee reason to fear or expect bodily harm; intentional and wrongful physical contact with a person without his or her consent that entails some injury; or 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 in the course of employment.

Acts of violence against the School District's employees where any work-related duty is performed will be thoroughly investigated and appropriate action will be taken, including involving notifying law enforcement authorities when warranted.

Any person who makes threats, exhibits threatening behavior, or engages in violent acts on School District property will be removed from the School District's premises, as quickly as possible. Any individual found to be in violation of this policy will receive appropriate disciplinary action up to and including termination of employment. Any disciplinary action will be in accordance with applicable laws, rules, regulations and collective bargaining agreements. Any employee of an outside contractor found to be in violation of this policy may result in suspension and/or termination of any business relationship (including existing contracts) and criminal prosecution of those involved.

The School District recognizes that its employees play an important role in identifying and reporting acts, or threats of, workplace violence. Therefore, information pertaining to the identification and reporting of workplace violence will be disseminated to the School District's employees.

To address the potential for workplace violence and to comply with the requirements of the New York State Workplace Violence Prevention Law, the School District's WVPP will include, but not be limited to:

1. Risk Evaluation: The School District will perform a risk evaluation of its facilities to determine the presence of factors or situations that might place employees at risk from occupational assaults and/or other forms of workplace violence. The results of this evaluation will be incorporated into the School District's written WVPP and reviewed annually by the School District's administrative staff.

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2. Written Workplace Violence Prevention Program (WVPP) : The School District has developed a written Workplace Violence Prevention Program (WVPP). The WVPP will be distributed to all employees. In addition, a copy of the WVPP will be maintained in the office of the Superintendent of Schools.
  3. Training and Information: The School District will provide training and information to employees, at the time of initial hiring and annually thereafter, of the New York State Workplace Violence Prevention Law, the workplace risk factors identified in the School District's Risk Evaluation, and the location and availability of the School District's WVPP.
  4. Review: The Superintendent of Schools or his/her designee will review workplace violence incident reports at least annually to identify trends in the types of incidents reported, if any, and reviewing the effectiveness of the mitigating actions taken.

Adoption Date: January 9, 2024