

Workplace Violence Prevention Act in NYS Schools

The Public Employer Workplace Violence Prevention Act requires public employers to have and implement workplace violence prevention policies. School districts and BOCES were previously exempt from this requirement because they are required to have school safety plans. However, under a new state law effective January 4, 2024, all public schools in New York State must also adhere to the Workplace Violence Prevention Act.

The New York State Safe Schools Against Violence in Education (SAVE) Act started on November 1, 2000, and promotes safe learning environments where students and teachers work collaboratively in pursuit of academic excellence and social and emotional growth. Gov. Kathy Hochul's recent expansion of the Workplace Violence Prevention Act to include schools requires school districts to step up and take responsibility for staff safety.

Under the Workplace Violence Prevention Act, schools with at least 20 full-time, permanent employees will now be required to implement this program with the key components below:

- Written Plan/Policy Statement
- Workplace Risk Evaluations
- Incident Reporting & Review
- Employee Training
- Hazard Control & Prevention

The newly expanded act is intended to make employees, including supervisors and managers, aware of the potential for violence in the workplace and to understand how to respond to incidents.



Its focus is on the potential of an employee injury from a workplace violence incident, from an internal or external source, and for school districts to implement protections from these various incidents. For additional information regarding the Workplace Violence Prevention Act in Schools see [here](#).

The Comp Alliance Risk Management department has extensive knowledge of the components of the Workplace Violence Prevention Act, guiding our municipal members on compliance since 2006. This guidance includes policy development, risk evaluation completion, hazard control and prevention, and training. Please reach out to our Director of Loss Control, Robert Blaisdell, for additional information, at rblaisdell@wrightinsurance.com or (518) 330-8591.

