

THE CITY UNIVERSITY OF NEW YORK

THE CITY COLLEGE OF NEW YORK

WORKPLACE VIOLENCE PREVENTION PROGRAM CAMPUS-SPECIFIC INFORMATION

**HIGH RISK LOCATIONS/RISK FACTORS**

*This section is completed by your College, based on the results of the most recent physical site evaluation. It lists the risk factors identified during the physical site evaluation and recommends appropriate measures to address these risks.*

**Description of Identified Risk Factors**

The following is a summary of multiple campus incidents of workplace violence that occurred in and around the City College campus, as well as a summary of the risk factors identified during the most recent physical site evaluation conducted on Wednesday, June 11, 2025, of Shepard Hall, The Howard E. Wille Marshak Science Building (Marshak Building), Wingate Hall, the North Academic Center (NAC Building), the Spitzer School of Architecture, and the North and South Campus Entrances.

During the academic year 2024–2025, each building was identified as undergoing renovation or had reported repeat incidents, which were deemed a risk to the campus community at large.

**Incidents:**

There were four alleged incidents reported to have involved allegations of obstruction of governmental administration 2nd degree, disorderly conduct, and assaults on Public Safety Officers during unauthorized protests on or near campus grounds. The risks to the campus include but were not limited to disruption to employees' safety. The incidents and their dates of occurrence were as follows:

**Thursday, February 27, 2025 (Obstructing Governmental Administration 2nd Degree and Disorderly Conduct):** At approximately 2:30 pm, it was alleged that a student activist organization of approximately 200 individuals – most of which were reportedly from Barnard College – held an unauthorized rally blocking public streets in and around the campus, including in front of Shepard Hall.

While congregating at West 141st and Convent, the protestors allegedly provoked officers of the NYPD, and several physical encounters occurred, which resulted in arrests (including two students).

It is reported the alleged incident obstructed government administration of public events, which the governor of NY, Kathy Hochul, was attending and caused the cancellation of several other campus events due to safety concerns. In addition, students involved were referred to the campus student affairs for their participation in the obstruction and disorderly conduct.

**Thursday, April 10, 2025 (Obstructing Governmental Administration 2nd Degree):**

At approximately 6:00 pm, it is alleged that an unauthorized group of protesters intentionally disrupted an event held at Spitzer Hall – The Spitzer School of Architecture (located at the South Campus). It is alleged that eight of the protestors were identified as CCNY students.

It was reported that within 10 minutes of the event, 18 individuals wearing face coverings started stomping their feet and shouting slogans in both English and another language. The individuals also allegedly unfolded a large red banner with slogans. The group was addressed by the campus's Provost, who asked them to leave the event.

Public Safety was notified of the occurrence. On their arrival, the group left the lecture hall singing and chanting, causing further disturbance. The individuals then exited the building and walked north on Convent Avenue, arriving at the "Quad," (near 139<sup>th</sup> Street and Convent Avenue) where they continued to chant and then began praying, which lasted a few minutes.

After they stopped praying, Public Safety asked all those involved to provide their IDs. Most of them refused to present ID and left the campus via the south campus gate located at 139th Street.

No arrests were made during the incident, and the matter remains under investigation.

**Thursday, April 24, 2025 (Incident Type: Non-Crime: Aided):** At approximately 2:00 pm, it is alleged that an unauthorized protest involving about 150 protestors ensued at the south campus gate entrance of 136th Street and Convent Avenue.

It was alleged that agitators were present and non-compliant when officers attempted to remove them from the campus grounds, and demonstrators began pushing the officers from both sides, throwing water bottles and other unknown objects and liquids, striking the officers and causing severe irritation to eyes and skin, and other injuries that required medical aid.

The demonstrators also allegedly attempted to tear down the south campus fence, forcibly removed an officer's radio, and ripped an officer's uniform.

As a measure to de-escalate the situation and disperse the crowd from the gate, an officer deployed their Oleoresin Capsicum spray.

**Friday, May 30, 2025 (Disorderly Conduct):** At approximately 12:30 pm, an alleged group of individuals disrupted the college's main commencement ceremony by standing on chairs, throwing water bottles, chanting, and displaying banners and flags.

It was further alleged that the individuals refused to leave the premises when asked by the College Administration and public safety to do so, prompting public safety to remove them physically.

Nine of the individuals were taken into custody and transported to the 26th precinct, where they were issued C-Summons for disorderly conduct, allegedly resisting arrest, pushing officers, refusing to produce their identification cards, and/or refusing to exit the premises. The remaining individuals who were not taken into custody left the premises and joined other protesters on W. 133rd Street and Convent Avenue.

**Risks Factors Identified from the Incidents:**

- Behaviors or activities with intentional displays of force which would give an employee reason to fear or expect bodily harm; bodily harm
- Loss of employee and constituent trust – potential shutdown of college
- Financial loss

**Campus Construction/ Renovations Risk Factors:**

The following sites that were included in the campus walk-through included the following:

- Shepard Hall (Exterior)
- The Wingate Hall (Exterior work)
- Marshak Science Building (Plaza and Jeremiah H. Mahoney Pool)
  - Note for the Plaza, due to safety measures, the actual walkthrough of the site were off limits. Therefore, work was viewed from street level in the front of the NAC building, located directly across the street from the Marshak building).
- The NAC Building (Aronow Theater)
- The Bernard and Anne Spitzer School of Architecture

**Shepard Hall Inspections:** In keeping with the City of New York’s Façade Safety and Inspection Program (FISP), also known as Local Law 11, owners of properties higher than six stories must have exterior walls and appurtenances inspected every five (5) years accordance with New York City Regulations. As part of Local Law 11 Inspection Cycles conducted on Shepard Hall in 2024, the following deficiencies were found in the building’s façade:

- Roofing End of Useful Life with Active Leaks (Slate and Flat Roofs)
- Limited GFRC and Masonry Exterior Damage at Canopy Pendant and Boss
- Limited Eroded Masonry Joints susceptible to water infiltration

In addition to deficiencies found, other risk factors include access to building grounds along areas of the deficiencies.

**Wingate Building Renovation:** The building is currently under renovations as of Fall 2024 and is expected to be completed Summer 2025 to repair the retaining walls and for waterproofing. The risk factors found include:

- Noise and air pollution.
- Potential falling objects and debris.
- Unauthorized access to construction areas.
- Limited, inaccessible, or unsafe areas to walkways and wheelchair accessibility

**Marshak Science Building Renovations:**

**Marshak Plaza:** Renovation of the plaza began in January 2023 with an initial completion date of August of 2025. The project plans to occur in four phases in the North-West, South-West, North-East, and South-East corners of the Plaza, encompassing approximately 9,100 sq. ft. Work requirements include demolition and instillation of material (including the removal of pavers, parapet walls, roofing exposure and

instillation of material). Due to construction performance, the anticipated date of completion has been extended to Spring 2026.

**Identified Risk Factors From the Plaza's Renovation Include:**

- Noise and air pollution.
- Potential falling objects and debris.
- Unauthorized access to construction areas.

**Jeremiah H. Mahoney Pool:** Renovation began in the first quarter of 2023, with original anticipated completion date changed from September 2023 to Fall 2024. It advised the anticipated completion date has been extended to Summer of 2026, due to construction deficiencies and other delays. While in renovation, the pool is currently owned by the New York State's Public Finance and Construction DASNY (Dormitory Authority of the State of New York) <https://www.dasny.org>.

**Identified Risk Factors from the Pool's Renovation Include:** Unauthorized access to the site during repair.

**NAC Building Renovation (Aronow Theater):** A gut renovation to theater is progress work began in Fall 2024 and is expected to end Summer/Fall 2026.

**Identified Risk Factors From The Theater's Renovation Include:**

- Noise and air pollution.
- Potential falling objects and debris.
- Unauthorized access to construction areas.
- Blockage to points of egress

**The Bernard and Anne Spitzer School of Architecture (School of Architecture):** Ongoing roof replacement, and roof amphitheater repairs and roof garden located in the atrium at the center of the building. The project began in the Fall of 2024 and is expected to end in Summer of 2025.

**Identified Risk Factor(s) Identified from the School of Architecture Renovation:**  
Unauthorized access to construction areas

<p><b>How the identified risk factors have been/are being addressed</b></p>	<p>The following are control measures in place to eliminate or reduce workplace violence hazards:</p> <p><b>Campus Buildings and Grounds:</b></p> <p>Between February 27 – May 30, 2025, the campus implemented safety and security measures for access to the campus buildings and grounds between the perimeter of 133<sup>rd</sup> and 140<sup>th</sup> Streets and Convent Avenue as needed:</p> <ol style="list-style-type: none"> <li>1. Mobile fences entry points are locked</li> <li>2. Access to campus grounds limited to students, faculty, staff and visitors: <ul style="list-style-type: none"> <li>• Students, faculty, and staff must produce campus identification to enter the campus through campus entry points (In addition the standard requirement of producing ID to gain entry to a building).</li> <li>• All visitors must provide a valid ID and names must be included on a daily list.</li> </ul> </li> <li>3. Increase in campus Public Safety Officers</li> </ol> <p>Specific to Graduation Commencement Day (May 30, 2025), access to the campus grounds was granted to the following groups: registered graduates and their guests, as well as employees reporting to the CUNY School of Medicine, which shares the campus grounds. In addition, the City of New York granted the campus a permit to restrict vehicular access to public streets surrounding the campus, from Convent Avenue and Amsterdam Avenue along West 131st to West 141st Streets.</p> <p><b>Campus Renovation Sites:</b></p> <p><b>Shepard Hall:</b> To address the deficiencies in the façade, a six-month capital project is scheduled Spring through Winter of 2026. As a preventive measure an exterior Sidewalk Shed and Barriers were installed as part of LL11 Cycle 10 inspections requirements. The sidewalk shed and barriers will remain in place until all deficiencies have been addressed.</p> <p><b>Wingate Hall:</b> The following site safety plans have been implemented by DASNY and the Office of Facilities and Office Management to mitigate risks:</p> <ul style="list-style-type: none"> <li>• Erecting 6 ft walls and lit fencing</li> <li>• Noise mitigation measures</li> <li>• Mechanical ventilation installed (windows are unopened)</li> <li>• Window view outward only for areas requiring privacy</li> <li>• Detour sidewalks and protected pathways (measuring 5ft for two-way traffic)</li> <li>• Temporary metal grating wheelchair ramps installed (Office of Facilities Management &amp; Planning to address broken welding found along metal grating along temporary wheelchair ramps.</li> </ul> <p><b>Marshak Plaza (Plaza):</b> The Office of Public Safety has confirmed access to the construction site is confirmed closed to the public including public safety (exempt in cases of emergency). The Office of Public Safety has also confirmed the following safety measures have been put in place:</p> <ul style="list-style-type: none"> <li>• Gates</li> <li>• No Entry Signs</li> <li>• Caution Tape to mark restricted areas</li> </ul> <p>In addition, external sidewalk shed and barriers installed at the start of the renovations are currently in place.</p>
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	<p><b>Marshak (Jeremiah H. Mahoney Pool):</b> The Office of Campus Planning and Facilities Management has confirmed the entrances to the pool are locked, and the keys are only accessible to authorized office personnel and DASNY.</p> <p><b>NAC (Aronow Theater):</b> The site is a hard-hat area, requiring workers and authorized personnel to wear protective gear. In addition, safety measures such as 6 Ft fences 6ft and security cameras are installed. Dumpsters and fencing do not block points of egress (exit ways).</p> <p><b>The Spitzer School of Architecture:</b> hard-hat area. Scaffolding surrounds the external perimeter of the dome. Doors confirmed locked and only accessible by authorized personnel.</p>
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KEY CONTACT INFORMATION AND SPECIFIC CAMPUS RESOURCES	
<p><b>Campus Office of Public Safety</b></p> <p><i>Incidents of workplace violence and behavior that you believe may lead to potential workplace violence must be reported promptly to a supervisor and/or the Office of Public Safety.</i></p>	<p>In order to maintain a safe working environment, incidents of workplace violence must be reported promptly to the Office of Public Safety.</p> <p>Incidents can be reported to the Public Safety Department in person at the Public Safety Office located in the NAC 4/201 or by phone at (212) 650 – 7777 or (212) 650 – 6911.</p> <p>Members of the College community are also encouraged to report other behavior that they believe may potentially lead to workplace violence.</p>
<p><b>Instructions on accessing your College’s Workplace Violence Prevention Program</b></p> <p><i>Including contact information OR location where this information is made available by the College.</i></p>	<p><b>The Workplace Violence Prevention Plan is Accessible at:</b></p> <ol style="list-style-type: none"> <li><b>College Website:</b>  <a href="https://www.ccny.cuny.edu/hr/workplace-violence-prevention-program">https://www.ccny.cuny.edu/hr/workplace-violence-prevention-program</a>  <a href="https://www.ccny.cuny.edu/hr/resources-for-employees">https://www.ccny.cuny.edu/hr/resources-for-employees</a>            *To access from the resource page, please scroll down to the Workplace Violence Prevention Program Link</li> <li><b>Human Resources Office, Shepard Hall, Room 50</b> <ul style="list-style-type: none"> <li>General Operations: 9:00 AM and 5:00 PM, Mon – Fri</li> <li>CUNY Summer Friday Schedule (June 9 – August 15, 2025):               <ul style="list-style-type: none"> <li>8:00 AM - 5:00 PM, Mon – Thurs (Closed, Thursday June 19, 2025)</li> <li>Opened, Friday June 20, 2025</li> </ul> </li> </ul> </li> </ol>

<p><b>Additional Campus Resources and Contacts</b></p> <p><i>List of additional campus contacts and resources available to assist with awareness and prevention efforts, training, or issues related to workplace violence.</i></p>	<p><b>For additional Campus Resources and Contact Information, please visit</b> the Security Alert &amp; Tips found on the of Public Safety Website: <a href="https://www.ccny.cuny.edu/safety">https://www.ccny.cuny.edu/safety</a></p>
<p><b>Domestic Violence Prevention Resources</b></p> <p><i>Including contact information for your campus Domestic Violence Liaison(s). Concerns about domestic violence entering or affecting the workplace may be reported to your DV Liaison, a supervisor or to Public Safety</i></p>	<p><b>Public Safety Department</b> - Incidents can be reported Public Safety in person at located in the NAC 4/201 or by phone at (212) 650 – 7777 or (212) 650 – 6626</p> <p><b>CCNY: Intimate Partner/Dating/Domestic Violence List of Resources:</b>  <a href="https://www.ccny.cuny.edu/health-wellness/resources">https://www.ccny.cuny.edu/health-wellness/resources</a></p> <p><b>National Domestic Violence Hotline:</b> (800) 799-7233</p> <p><b>The State of New York Office for the Prevention of Domestic Violence:</b>  Call (800) 942-6906 or Text (844) 997-2121</p> <p><b>Safe Horizon Counseling Center:</b></p> <ul style="list-style-type: none"> <li>• <b>NYC Domestic Violence Hotline:</b> (800) 621-4673</li> <li>• <b>NYC Rape and Sexual Assault Hotline:</b> (212) 227-3000</li> </ul>

### QUESTIONS?

*If you have questions about the information provided in your campus workplace violence prevention training, please contact the following representative(s) at the College.*

Name	Title/Department	Phone	Email
Andrea Yarde	HR Coordinator of Performance Management (CCNY - Human Resources Department)	(212) 650-7226	ayarde@ccny.cuny.edu
Anthony Laperuta	Director of Investigations (CCNY - Public Safety Department)	(212) 650-5640	alaperuta@ccny.cuny.edu
Richard Belgrave	Director of Environmental Health & Occupational Safety (CCNY - Facilities Department)	(212) 650-5080	rbelgrave@ccny.cuny.edu