

THE CITY UNIVERSITY OF NEW YORK

The City College Of New York (CCNY) - Workplace Violence Prevention Program

In accordance with the University's commitment to the prevention of workplace violence, The City College of New York (CCNY) adopts the following as its Workplace Violence Prevention Program (the "Program"):

1. Purpose

CUNY's Workplace Violence Prevention Program provides information to the College community about preventing and responding to incidents of workplace violence at the College and seeks to develop programs which will prevent or reduce the likelihood of threats or acts of workplace violence. The Program seeks to ensure that any incident, complaint, or report of workplace violence is taken seriously and dealt with appropriately. The Program implements the Workplace Violence Prevention Policy as set forth therein. Workplace violence is defined as any physical assault or acts of aggressive behavior occurring where an employee performs any work-related duty in the course of his or her employment, including but not limited to:

- I. An attempt or threat, whether verbal or physical, to inflict physical injury upon an employee;
- II. Any intentional display of force that would give an employee reason to fear or expect bodily harm;
- III. Intentional and wrongful physical contact with an employee without his or her consent that entails some injury; and
- IV. Stalking an employee in a manner that may cause the employee to fear for his or her physical safety and health when such stalking has arisen through and in the course of employment.

2. Scope

All College employees are required to comply with the Program. In addition, since students and visitors to the College are required to conduct themselves in conformity with existing law, employees who observe or experience students or visitors engaging in violent or threatening behavior should follow the procedures in the Program for reporting such behavior.

3. Workplace Violence Advisory Team (WVAT)

CUNY campuses and the Central Office have individual Workplace Violence Advisory Teams (WVATs), which consist of members designated by the College President, Central Office, or the campus Executive Director of Human Resources.

Members may include representatives from Public Safety, Human Resources, Labor Relations, Counseling Services, the Environmental, Health and Safety Office, Legal Affairs, and other staff and faculty. A listing of your campus' WVAT members can be found in Campus-Specific Information.

4. Description of High-Risk Locations/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.

Multiple 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 139th 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 20206, 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.

5. How the identified risk factors have been/are being addressed

The following are control measures in place to eliminate or reduce workplace violence hazards:

Campus Buildings and Grounds:

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 133rd and 140th Streets and Convent Avenue as needed:

1. Mobile fences entry points are locked
2. Access to campus grounds limited to students, faculty, staff and visitors:
 - 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).
 - All visitors must provide a valid ID and names must be included on a daily list.
3. Increase in campus Public Safety Officers

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

Campus Renovation Sites:

Shepard Hall: 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.

Wingate Hall: The following site safety plans have been implemented by DASNY and the Office of Facilities and Office Management to mitigate risks:

- Erecting 6 ft walls and lit fencing
- Noise mitigation measures
- Mechanical ventilation installed (windows are unopened)
- Window view outward only for areas requiring privacy
- Detour sidewalks and protected pathways (measuring 5ft for two-way traffic)
- Temporary metal grating wheelchair ramps installed (Office of Facilities Management & Planning to address broken welding found along metal grating along temporary wheelchair ramps.

Marshak Plaza (Plaza): 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:

- Gates
- No Entry Signs
- Caution Tape to mark restricted areas

In addition, external sidewalk shed and barriers installed at the start of the renovations are currently in place.

Marshak (Jeremiah H. Mahoney Pool): 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.

NAC (Aronow Theater): 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).

The Spitzer School of Architecture: hard-hat area. Scaffolding surrounds the external perimeter of the dome. Doors confirmed locked and only accessible by authorized personnel.

Workplace Violence Prevention Training

In compliance with New York State law and CUNY Policy, CUNY employees are required to complete training in workplace violence awareness and prevention at least once each academic year from the inception of their active employment at their respective campus at the City College of New York (CCNY) and the CUNY School of Medicine.

The training is available to each campus employee via [CUNY Blackboard](#), which is accessible during the academic year, and is monitored by each of the campus's designated Workplace Violence Compliance Training Administrators. The campus may also offer classroom training in lieu of, or in addition to, online training.

The training program address the following essential topics:

- a. An overview and definition of workplace violence;
- b. Techniques on how to recognize and avoid potentially violent situations, including de-escalation techniques;
- c. How employees can protect themselves and soliciting employees for program improvements;
- d. The importance of reporting incidents and the procedure for reporting incidents;
- e. Where employees can seek assistance during a dangerous situation;
- f. Resources, such as trauma counseling, that may be available to employees after an incident has occurred;
- g. Active shooter awareness.

5. Reporting Process/Procedures for Incidents of Workplace Violence

In order to maintain a safe working environment, incidents of workplace violence must be reported promptly to a supervisor (unless the complaint is made against the supervisor) and Public Safety. The phone number of the Department of Public Safety is (212) 650-7777 or (212) 650-6911.

Members of the College community are encouraged to report behavior they believe may lead to workplace violence:

1. After an incident occurs or upon receipt of a complaint, an investigation will be conducted by the Department of Public Safety. Complaints involving employees of the Department of Public Safety will be investigated by Human Resources.
2. Once there is an alleged incident of Workplace Violence reported, Public Safety will write an incident report. Public Safety maintains all records of initial reports and the results of any investigative reports relating to Workplace Violence at the College.
3. As set forth therein, investigative reports must include:
 - a. Workplace location where the incident occurred;
 - b. Time of day/shift when the incident occurred;
 - c. A detailed description of the incident, including events leading up to the incident and how the incident ended;
 - d. Names and job titles of employees involved; including other identifiers and the names of other individuals involved.
 - e. Nature and extent of injuries arising from the incident; and
 - f. Names of witnesses.
4. The Head of Public Safety, or their designee, will review the investigation results of incidents and complaints. Incidents that involve criminality will be referred to local law enforcement. Incidents in which there is no criminality, are referred to HR (employees) or Student Affairs (students) for review, action, and appropriate recommendations, including disciplinary action, in accordance with applicable policies and procedures.
5. As appropriate, the College Counsel will review cases and provide appropriate recommendations.
6. The WVAT, with the participation of the authorized employee/union representative(s), conducts a review of the Campus Workplace Violence Incidents Report at least annually to identify trends in the types of incidents in the workplace and reviews the effectiveness of the mitigating actions taken.
7. All reports are confidential and non-redacted copies are only distributed unless otherwise advised by College Counsel.

6. Retaliation

No employee is subject to criticism, reprisal, retaliation, or disciplinary action by the College for good faith reporting pursuant to the Program. Individuals who make false and malicious complaints of workplace violence, as opposed to complaints that, even if erroneous, are made in good faith, may be subject to disciplinary or other appropriate action.

7. Report of Violations of the Workplace Violence Prevention Policy and Program

Any employee or authorized employee representative who believes that the College's Workplace Violence Prevention Program is in violation of CUNY's Workplace Violence Prevention Policy, New York State Department of Labor Regulation Section 800.6 and New York State Labor Law Section 27(b), should bring their concerns to the attention of the proper authorities.

During events involving the threat of imminent danger call 911 and then contact the College's Department of Public Safety.

Events relating to concerns of other types of reportable incidents should be reported as detailed in

Paragraph 7, above, and brought to the attention of the University Human Resources, 395 Hudson Street, New York, NY 10014.

If you are not satisfied with the College's response to an activity, policy or practice or believe a violation remains after an investigation you may request an inspection by notifying the Commissioner of Labor of the alleged violation. This notice to the Commissioner must be in writing and with a description of the grounds for the notice and must be signed by the employee or authorized employee representative in compliance with New York State Labor Law Section 27(b) and its implementing regulations.

8. Recordkeeping

All recordkeeping and reporting shall be made in compliance with the applicable law and regulation (currently New York Labor Law Sections 27-a and 27-b and 12 NYCRR Part 800) and the Policy and Program.

12. Program Effectiveness and Evaluation/Post-Incident Response

At least annually or after serious incidents, the WVAT evaluates the effectiveness of the Workplace Violence Prevention Program, including post-incident responses and evaluation processes. The review focuses on incident trends and the effectiveness of the control measures taken by the College. The review also assesses whether the reporting and recordkeeping systems are effective in collecting relevant information.