

**NASSAU COUNTY INTERIM FINANCE AUTHORITY WORKPLACE VIOLENCE
PREVENTION AND INCIDENT REPORTING POLICY STATEMENT
ADOPTED AUGUST 18, 2010**

On June 7, 2006, New York State enacted legislation creating a new Section 27-b State Labor Law that requires public employers (other than schools covered under the school safety plan requirements of the education law) to perform a workplace evaluation or risk evaluation at each worksite and to develop and implement programs to prevent and minimize workplace violence caused by assaults and homicides. The Law is designed to ensure that the risk of workplace assaults and homicides are regularly evaluated by public employers and the workplace violence protection programs are implemented to prevent and minimize the hazard to public employees.

The Nassau County Interim Finance Authority (“NIFA”) is committed to the safety and security of our employees. Workplace violence potentially presents a serious occupational safety hazard to our agency, staff and clients. Threats, threatening behavior, or acts of violence against employees, visitors, guests or other individuals by anyone on NIFA property will be thoroughly investigated and appropriate action will be taken, including summoning criminal justice authorities when warranted. All employees are responsible for actively participating in their workplace violence prevention program by creating an environment of mutual respect for co-workers and clients. Employees are directed to adhere to all policies, procedures and program requirements, which will provide for 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. All incidents of violence or threatening behavior will be responded to immediately upon notification. NIFA’s response personnel will include a member of management and an employee representative. If appropriate, NIFA will provide assistance or referrals for employees.

All NIFA personnel are responsible for the timely reporting of any violent incidents, threatening behavior, including threats they have witnessed, received, or have been told that another person has witnessed or received. To effectuate this policy, NIFA requires employees to report any such incident to their supervisor and the contact person designated below. All employees must follow NIFA’s emergency and security procedures where appropriate. Depending on the seriousness of the incident, higher levels of management shall be notified.

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