

THE CITY UNIVERSITY OF NEW YORK

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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 risk factors identified during the most recent physical site evaluation conducted on June 12, 2024, of Shepard Hall, The Howard E. Wille Administration Building (Administration Building), Marshak Science Building (Marshak Building), the North Academic Center (NAC Building), and the Spitzer School of Architecture.

During the academic year 2023 – 2024, each building was identified as undergoing or completed renovation, or where multiple incidents occurred in the same area.

Multiple Incidents:

Incidents occurred on or around April 30, 2024, in the following locations: the Administration and Marshak buildings. Both locations sustained property damage or reports of injuries to approximately 15-17 Public Safety officers during a protest on the CCNY campus that escalated into violence.

Incidents that occurred at the Administration Bldg.:

It was reported that demonstrators entered or breached the front, back, and basement entrances, blocking access to Campus Public Safety Officers from entering the building, including trapping one onsite Public Safety Officer.

It was advised that the entrapped officer attempted to receive additional support from other Campus Public Safety Officers and prevent further entry by protestors. However, the protestors blocked the officer between the door and the outer entrance of the building with chairs, tables, and other objects. Additionally, protesters used chains and locks to impede Public Safety's entry further and used red spray paint to disable or removed surveillance cameras and smoke alarms.

Public Safety Officers sustained injuries from substances and items thrown at them, such as clear liquid substances, pepper spray, and rocks.

It has also been reported that protestors further breached the Financial Aid office and damaged computers used to access computer files. They also spray-painted or removed security cameras and destroyed a glass table.

The protestors also made attempts to gain entry into the Bursar's office. Their attempt was successful. However, the protestors spray-painted the surveillance camera red, making it inoperable

Incident that occurred at the Marshak Bldg.: The roof located at the plaza which is currently under renovations, sustained fire damage from a flare shot in the air by protestors encamped at the Quad (open space nestled between several buildings North of the campus).

Identified 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
- Unauthorized access to Personal Identifiable Information (PII) leading to identity theft
- Inoperable use or access of authorized safety surveillance equipment used to protect persons or property

Campus Construction/ Renovations:

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

- Shephard Hall (Elevators)
- Marshak Science Building (Plaza and Jeremiah H. Mahoney Pool)
- The NAC Building (Elevators)

(Note: The Spitzer School of Architecture an actual walkthrough of the site was not conducted, due to construction safety regulations preventing access to areas under renovation). However, participants received scope of work to include entire roof replacement and mold cleanup).

Shephard Hall Renovation: Elevators "PE-1" and "PE-2" located near Shephard Hall 50 are part of a construction project to replace and install newly modernized elevators. The elevators are currently operable and are in their last phase of the project, which includes grouping of the two elevators by installing programming/software to comply with speed regulations. Construction began in June 2017 and is expected to be completed in November 2024.

Identified Risk Factors from Shepard Renovation: Call response times between "PE-1" and "PE-2" associated with project's final phases.

	<p>Marshak Science Building Renovations:</p> <p>Marshak Plaza: Renovation of the plaza began in January 2023 and is anticipated to end in 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).</p> <p>Jeremiah H. Mahoney Pool: renovation began in the first quarter of 2023, with original anticipated completion date changed from September 2023 to Fall 2024. 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).</p> <p>Identified Risk Factors from the Plaza's Renovation Include:</p> <ul style="list-style-type: none"> • Noise and air pollution. • Potential falling objects and debris. • Unauthorized access to construction areas. • Current Signage posted on doors leading to the roof read "Do Not Exit" where they should read "Construction Zone, No Unauthorized Access or Entry Allowed." <p>Identified Risk Factors Identified from the Pool's Renovation Include:</p> <ul style="list-style-type: none"> • Unauthorized access to the site doorways, including emergency exits while under construction • Bromine chemical levels used to disinfect the pool causing potential irritants and other health concerns. • Lack of Signage advising of the construction or emergency contact information for DASNY. <p>NAC Building Renovation:</p> <p>Elevator renovations to replace and install new 10 new elevators (eight passenger and two freight) within three phases. Three out of the eight elevator renovations are completed, and the elevators are ready for use.</p> <p>Identified Risk Factors Identified from the NAC Building Renovation:</p> <ul style="list-style-type: none"> • Unauthorized access to elevators • Injury
<p>How the identified risk factors have been/are being addressed</p>	<p>The following are control measures in place to eliminate or reduce workplace violence hazards:</p> <p>Campus Buildings and Grounds</p> <p>April 30 – June 23, 2024 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:</p> <ol style="list-style-type: none"> 1. All campus employees and students must provide a valid College ID 2. All visitors must provide a valid ID and names must be included on a daily list 3. Campus security monitoring and alarms are active in high-risk locations 4. Increase in campus security personnel 5. Vehicular traffic on Convent was restricted to CCNY official vehicles and emergency vehicles 6. Mobile fencing installed at the 133rd and West 140th entrances of the campus grounds

June 24, 2024 – TBD the campus implemented adjustments to identification procedures and access to the campus grounds:

1. Identification and guest list requirements are no longer required to gain entry to campus grounds; however mobile fencing remains
2. All campus employees and students must present a valid College ID to gain entry to a building
3. All guests must present valid ID and sign-in to gain entry into a building

Administration Building – immediate measures and/or actions implemented:
Ground Floor, Building and Lobby:

1. Increased surveillance of building and entry ways
2. Confirmed no structural damage incurred
3. Exterior cameras installed to the building and surrounding areas
4. CCNY Public Safety educating staff on proper door closure
5. Smashed doors and other damaged areas restored. There are still areas showing spray paint residue - Facilities to verify steps to clean.

Financial Aid Office (Admin Building) - Campus IT accounted for damaged computers – no personal information data breach

Bursar Office (Admin Building) – Doors intact, informed bullet proof glass is used, verified cash boxes secure location, and internal camera surveillance.

Marshak Building - Campus Peace Officers observed the flare landing on the Plaza Roof construction area, and immediately notified FDNY. FDNY responded quickly and extinguished the fire averting campus fire/building destruction.

Campus Renovations:

Shephard Hall elevators actively in use – Campus Planning and Facilities confirmed that they are installing programming/software to comply with speed Regulations. The work is to be completed by November 2024; however, the elevators are safe to use. (Summary of Work-Related Injuries and Illnesses (OSHA’S Form 300A) Current Year 2023 is posted near the work site.)

NAC Elevators – Yellow Safety Barriers and Construction signs posted at construction site locations

Marshak Plaza:

1. Entry Actively patrolled by Public Safety
2. CCNY Department of Environmental Health & Occupational Safety to confirm adequacy of current “Do Not Enter.” Recommendations made to add construction signage

Jeremiah H. Mahoney Pool: Entrances confirmed locked. Verification DASNY has key access only. To confirm with Environmental Health & Occupational Safety adequate signage.

KEY CONTACT INFORMATION AND SPECIFIC CAMPUS RESOURCES

Campus Office of Public Safety

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.

In order to maintain a safe working environment, incidents of workplace violence must be reported promptly to the Office of Public Safety.

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.

Members of the College community are also encouraged to report other behavior that they believe may potentially lead to workplace violence.

Workplace Violence Advisory Team (WVAT)

List of members with contact information OR location where this information is posted on campus or on the College website (i.e., URL).

Workplace Violence Advisory Team (WVAT) Members:

Kisha Shrouder, WVAT Chair (Office of Human Resources)

E: kshrouder@ccny.cuny.edu

Andrea Yarde (Office of Human Resources)

E: ayarde@ccny.cuny.edu

Marija Jankovic (Office of Human Resources)

E: mjankovic@ccny.cuny.edu

Anthony Laperuta (Office of Public Safety)

E: alaperuta@ccny.cuny.edu

Richard Belgrave (Environmental Health & Occupational Safety/Office of Facilities)

E: RBelgrave@ccny.cuny.edu

Paul H. Occhiogrosso, (Executive Counsel to the President)

E: pocchiogrosso@ccny.cuny.edu

Ramon De Los Santos (The Office of Student Affairs)

E: rdelossantos1@ccny.cuny.edu

Naomi Nwosu-Stewart (The Office of Enrollment Mgmt.)

E: nnwosu@ccny.cuny.edu

Leonardo Leon (The Office of Information Technology)

E: lleon@ccny.cuny.edu

College Website:

<https://www.ccny.cuny.edu/hr/workplace-violence-prevention-program>

<https://www.ccny.cuny.edu/hr/resources-for-employees> - (To access from the resource page, please scroll down to the Workplace Violence Prevention Program Link)

KEY CONTACT INFORMATION AND SPECIFIC CAMPUS RESOURCES

<p>Instructions on accessing your College's Workplace Violence Prevention Program</p> <p><i>Including contact information OR location where this information is made available by the College.</i></p>	<p>The Workplace Violence Prevention Plan is Accessible at:</p> <ol style="list-style-type: none"> College Website: https://www.ccny.cuny.edu/hr/workplace-violence-prevention-program https://www.ccny.cuny.edu/hr/resources-for-employees - (To access from the resource page, please scroll down to the Workplace Violence Prevention Program Link) Human Resources Office, Shepard Hall, Room 50 <ul style="list-style-type: none"> During general operations: 9:00 AM and 5:00 PM, Mon – Fri During summer hours schedule 8:30 AM - 5:30 PM, Mon – Thurs, Friday: Closed (Except June 21, 2024 and July 5, 2024)
<p>Additional Campus Resources and Contacts</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>For additional Campus Resources and Contact Information, please visit the Security Alert & Tips found on the of Public Safety Website: https://www.ccny.cuny.edu/safety</p>
<p>Domestic Violence Prevention Resources</p> <p>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.</p>	<p>Public Safety Department - 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>CCNY: Intimate Partner/Dating/Domestic Violence List of Resources: https://www.ccny.cuny.edu/health-wellness/resources</p> <p>National Domestic Violence Hotline: 1-800-799-7233</p> <p>Safe Horizon Counseling Center:</p> <ul style="list-style-type: none"> NYC Domestic Violence Hotline: 1-800-621-4673 NYC Rape and Sexual Assault Hotline: (212) 227-3000

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