

**Office of Alcohol and Substance Abuse Services (OASAS) Application
Safety and Health Initiatives Program
Workplace Violence Prevention Project**

1. Program Need and Description

The NYS OASAS has implemented a number of initiatives to create violence-free environments in their residential addiction treatment centers (ATCs). A major focus has been prevention of patient assaults against staff. Statistically, the number of physical acts of violence in our 13 ATCs is very low, however verbal abuse and threatening behavior are more common. OASAS has a written policy for violence prevention entitled Policy Manual Item 28, Workplace Violence Prevention Policy. Through a previous labor/management grant we developed the Violence Intervention and Prevention (VIP) Training Program and also a critical incident stress management (CISM) program.

Since 2004, OASAS, PEF, and CSEA have been partners on a NIOSH-funded violence prevention intervention grant awarded to the University of Maryland–Baltimore (UMB). The grant has allowed for the formation of an agency level project advisory group, comprehensive risk assessments at six ATCs including focus groups and an architect’s evaluation. Additionally a questionnaire survey was administered to the staff at all 13 ATCs.

On October 15th, 2008 a one-day meeting will be held with the key participants in the NIOSH grant including ATC directors, union representatives, and other agency and union stakeholders. The purposes of the meeting are to summarize the activities of the past four years and to discuss how to integrate the project’s findings into OASAS’ Workplace Violence Prevention Program. A draft agenda for the meeting is attached.

OASAS will allow participants to be released to attend the program with no charge to accruals. The NIOSH grant will pay for materials and food. The program will be conducted by UMB, and by staff from the unions and management. Therefore, the only funding that we are requesting in this SHIP proposal will be to pay for the travel expenses of NYS participants. Due to the state’s current fiscal situation, OASAS is not able to fund the travel for this meeting. We are requesting \$4960.00 to pay for the travel related to this event – details are provided below.

2. Budget

Forty-one participants will travel to OASAS’ offices at 501 7th Avenue, New York City.

Location	# of Attendees	Cost/person	Total Cost
Albany	13	\$100	\$1300
Binghamton	1	\$100	\$ 100
Finger Lakes/Roch	8	\$400	\$3200
Middletown	2	\$100	\$ 200
NYC area	17	\$ 10	\$ 170
TOTAL	41		\$4970

Labor/Management Sign-Off

Kenneth Chesimard 8/27/08

PEF Representative

Date

Phone #: 212 227 - 3132 EXT. 506

Karen Mikes 8/28/08

CSEA Representative

Date

Phone #: (8) - 485 2074

[Signature] 8/28/08

Management Representative

Date

Phone #: (518) 457 - 2063

OASAS' NIOSH Workplace Violence Prevention Project

Summary / Action Planning Meeting

Proposed Overview and Agenda

Purposes:

- Review the Project
- Summarize and share project-related activities
- Plan for sustaining workplace violence prevention efforts

Format: One-day meeting / workshop (5-6 hours)

When: Wednesday October 15, 2008

Location: 501 7th Avenue, Manhattan - OASAS' NYC offices

Attendees: Management; PEF, and CSEA (where available) representatives from each of the 6 participating ATCs; Statewide Project Advisory Group members; VIP master trainers; key staff from OASAS and the unions

Methods: Make the meeting as participatory as possible, develop materials to share at the meeting, identify OASAS/union representatives to make presentations and lead discussions.

Draft Agenda:

10:00 am	Introductions
	Goals for the day's meeting
10:15	Overview of Project (UMd)
10:30	Risk Assessments
	Key findings, common issues
11:30	ATC-level Changes and Violence Prevention practices
	Best practices
12:30 pm	Lunch (provided)
1:15	System-level changes
	Training, patients' backgrounds, other
2:15	Sustaining workplace violence prevention efforts post-NIOSH grant
	Integrating the project into OASAS' Workplace Violence Prevention Program
3:30	Meeting closes