



Governor's Office of Employee Relations and Public Employees Federation, AFL-CIO program staff are available to discuss your proposal with you prior to submitting an application. Please call one of us to ensure that your proposal is appropriate and fundable under the program guidelines.

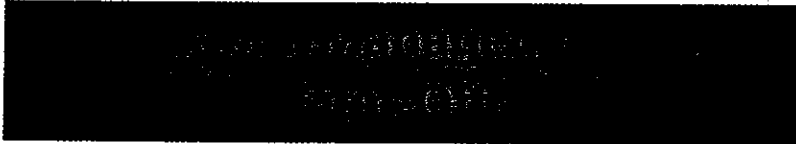
GOER (Charles Vejvoda) ..... 518-473-8375

PEF (Kathy D'Arminio) ..... 518-785-1900 x254

PEF (Jonathan Rosen) ..... 518-785-1900 x254

For further information on GOER and PEF programs, visit the following websites:

[www.goer.state.ny.us/Train](http://www.goer.state.ny.us/Train)  
[www.pef.org](http://www.pef.org)

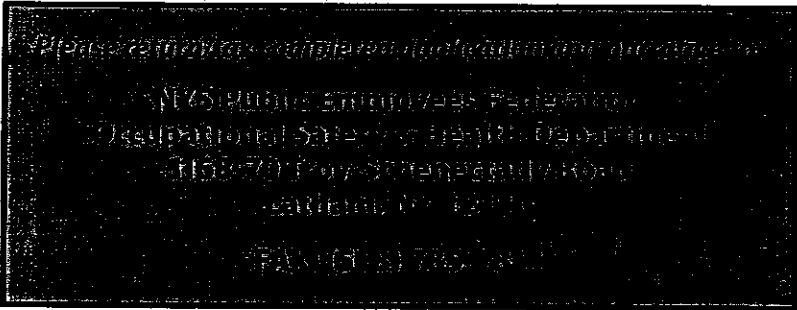


Labor representatives should sign only if employees in their bargaining unit(s) are involved in the program.

*Dick Kelly* 10/23/08  
PEF Elected Representative Date  
Phone: (716) 517 - 2138

*L. James Farrel* 23 Oct 2008  
SEA Elected Representative Date  
Phone: (716) 675 - 7570

*Debra D. Jones* 10/24/08  
Management Representative Date  
Phone: (716) 517 - 2050



## SAFETY & HEALTH INITIATIVES PROGRAM GRANT APPLICATION

### What is the training or program need you would like the Safety & Health Initiatives Program to address?

Workplace violence

### What are the proposed methods to address those needs?

Anger management and violence prevention program to provide training and resource materials to staff.

Program Description: The **Pathways to Peace Program on Anger Management and Violence Prevention** utilizes a cognitive behavioral approach. The program uses an interactive workbook and video. The underlying idea of the program is that some people who feel powerless use anger like a drug in order to feel powerful. The use of anger to change feelings of powerlessness into feelings of power becomes a habit.

The workbook for the **Pathways to Peace** program is composed of four parts. Each part is approximately 50 pages.

- Part I, *Understanding the Problem*, helps individuals assess whether they have an anger problem.
- Part II, *Understanding the Process of Recovery*, introduces basic concepts necessary for recovery from anger addiction.
- Part III, *Changing Your Behavior*, provides individuals with basic skills to help them change violent behavior.
- Part IV, *Changing Your Mind*, helps individuals make the character change that will allow them to heal from chronic anger and rage, and stop the violence once and for all.

The program is an OASA approved course.

## **How will this program/training benefit employees and your agency?**

The training will help staff recognize their “triggers” and give them tools for dealing with stress. There are many tools staff can take with them and use in various situations when they go back to work.

The program will help staff:

- Discover how they learned their anger pattern.
- Find new, nonviolent ways to experience personal power.
- Learn new anger control skills.
- Focus on values and goals that support a nonviolent, rage-free lifestyle.
- Identify and change negative attitudes and beliefs that keep them stuck.
- Use the Eight Principles of Pathways to Peace to avoid relapsing back into angry behavior.
- Utilize the Pathways to Peace self-help program to maintain recovery from chronic anger and rage.

## **What actions will your agency take to reinforce this program/training back in the workplace?**

We all know that the success of our agency is our staff. We also know that there are many challenges to ensure that staff have access to violence prevention programs. This program invests in this area and addresses a cause of workplace violence. Many employees can be helped as a result of learning new skills.

The more that we invest in training and developing violence prevention programs, the more secure and successful employees and the agency will be. This program will provide an opportunity for staff to learn something new, that will help them.

Introducing and implementing violence prevention training programs will have a ripple effect throughout agency, thus improving morale, retention, and safety.

**How will you measure the intended outcomes of this program/training?**

We will have all staff who participate in the program complete an evaluation so we can monitor the outcome of this training. The workplace violence prevention steering committee will review evaluations and make recommendations/changes if indicated.

**How will you publicize and recruit for the program/training?**

We will present the program/training information to all staff via a broadcast message.

**How will you select participants to attend?**

Staff interested in attending the training can sign up to participate. Since the DDSO will own the training materials, participants can also attend on an as needed basis and upon request.

**What is the agency's contribution to this program, including space and release time? Please be specific.**

Ensure that Western NY DDSO staff are available to attend the training. Provision of all audiovisual equipment and conference space to support the presentation and/or workshop delivery. Copies of work books will be provided by WNY-DDSO. The agency will videotape the training so that it will be available for staff who are unable to attend.

**What additional information would you like us to consider with your application?**

Training is fundamental to the growth of our workforce, and this tool is one of the steps to establishing prevention programs. When a problem occurs, it can highlight a need for training. With more knowledge or skills, the problem may have been avoided. This training will allow our staff and agency to further grow and develop. Increasing the skills of employees will be helpful in preventing violence in the workplace.

**Are you applying for a small grant (\$5,000 or less) or a large grant (\$15,000 or less)?**

We are applying for a small grant.

**What is the detailed budget for the proposed program/training?**

On-Site introductory seminar. Pathways to Peace will come to our facility and introduce the Pathways to Peace Anger Management and Violence Prevention Program. Bill Fleeman, the author and founder of the program would present the program and answer any questions. The cost for travel and 2 hour presentation time is \$100.00.

Purchasing individual workbooks would be very expensive. We may purchase **The Pathways to Peace Anger Management Workbook Master Package** and make our own in-house copies as needed. The package includes the 43-minute video, *The Niagara Falls Metaphor*, which compares anger and rage to a trip down the Niagara River and over the Falls. Transformations Enterprises, which publishes and distributes the workbook and video, agrees to allow us to make an unlimited number of copies, **for in-house use only**.

**Pathways to Peace Program Master Package \$350**

This package includes the *Pathways to Peace* workbook in a loose-leaf binder; the Niagara Falls Metaphor video; and laminated copies of the Principles, Rules, and Definition of Violence.

Total cost of the program - \$450.00