

SAVE vs. Workplace Violence Prevention (WVP) Regulation

	SAVE	WVP
Written Plans	Districts required to develop district-wide and building-level school safety plans that provide for crisis intervention and emergency response and management. Must be updated by July 1 annually.	Employers required to develop plans for workplace violence prevention; Requires annual review and update
Recordkeeping	Districts must use Violent and Disruptive Incident Reporting (VADIR) system	Employers required to develop workplace violence reporting system
Risk Assessment	None required	Must use record examination (i.e. incident reports) and evaluation of policies, procedures and physical environment to identify potential risks and existing problems in order to develop and implement violence prevention plans
Policy Statement	None required	Must have - summarizes employer's commitment to staff safety and health, the WVPP goals and objectives, how to report an incident and to whom, and the process the employer will use to ensure employee and union participation in the program
Training	Requires one-time 2 hr. training for certified staff (teachers and teaching asst's) and annual training for all staff & students on general school safety. Also requires specific training for security staff that includes de-escalation.	Employees must be trained annually in risk factors at their particular workplace and how to protect themselves against workplace violence; the risk assessment may result in additional employee training
Written policies of expected behavior; consequences	Districts must have codes of conduct covering student, staff and visitor behavior with consequences; procedure for teacher removal of students	Written policies may be developed based on findings of risk assessment
Employee Involvement	Teacher organizations must be part of district-wide and school based safety teams and the committee for initial development of codes of conduct	All unions at workplace must be involved in worksite evaluation and development of violence prevention program
Enforcement	None	Enforcement by NYS DOL PESH